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ABSTRACT

This publication provides the salary schedules for school personnel in North Carolina. Section A, "General Provisions," provides definitions for licensed and certified personnel, administrators, educators, position, pay level, schedule, regular work, and school. This section also includes information on sources of funds. Section B, "Special Provisions," describes other teaching assignments and includes summer school, interim teachers, substitute teachers, and mentors; the effect of advanced degrees on salary; salary adjustments; provisional licenses; noncertified personnel; overtime pay determinations; and daily rates of pay. Section C lists salary determinations of central-office administrators, including the salary ranges of superintendents. Section D concentrates on school-based administrators and includes information on salary determinations, administrative interns, assistant principal salaries, principal salaries, and daily rates for school-based administrators. Section E focuses on teachers and student-support services; it discusses longevity, advanced and doctoral degree, teachers and student-support-services personnel salary schedule, school psychologist salaries, and daily-rate schedules. Section F offers compensation details on noncertified personnel, including salary determinations and noncertified salary ranges. (RJM)

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NORTH CAROLINA PUBLIC SCHOOL PERSONNEL

STATE SALARY Schedule

ED 433 585

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SECTION A

GENERAL PROVISIONS

Section A

GENERAL PROVISIONS

I. Definitions for Licensed and Certified Personnel

A. Certified Personnel

Certified personnel are personnel employed in positions within job classifications that require professional licenses issued by the Division of Human Resource Management, Licensure Section, based on the completion of approved education program requirements as specified by the State Board of Education.

1. Superintendent

A **superintendent** is a person who is

- appointed by the local board of education in accordance with G.S. 115C-271, and
- verified by the State Board of Education as to their eligibility to serve.

This person must hold a

- superintendent's license (AS or DAS, license area 00011), and a
- principal's license (AP, license area 00012) with an experience rating of P-01 or greater.

✎**NOTE**: The duties of a superintendent are defined in G.S. 115C-276.

2. Associate Superintendent

An **associate superintendent** is a person who is designated by a local board of education as next in line of authority to the superintendent.

This person must hold a

- superintendent's license (AS or DAS, license area 00011), and
- principal's license (AP, license area 00012), or a
- curriculum instructional specialist (supervisor) license at the advanced level (ASG, license area 00113).

Exceptions to these licensure requirements are outlined in "4. Exceptions to Licensure Requirements" found on page 2.

Continued on next page

I. Definitions for Licensed and Certified Personnel, Continued

3. Assistant Superintendent

An **assistant superintendent** must hold a

- superintendent's license (AS or DAS, license area 00011), or a
- principal's license (AP, license area 00012), or a
- curriculum instructional specialist (supervisor) license (SG, license area 00113), and
- is designated by a local board of education that does not have an associate superintendent as being next in line of authority to the superintendent.

Exceptions to these licensure requirements are outlined below.

4. Exceptions to Licensure Requirements

The licensure requirements for associate superintendents and assistant superintendents are not applicable for the following positions:

- Associate Superintendent for
  - Fiscal Management (budget code 6520-02-112)
  - Personnel Management (budget code 6640-02-112)
- Assistant Superintendent for
  - Fiscal Management (budget code 6520-02-118),
  - Personnel Management (budget code 6640-02-118), or
  - Auxiliary Services (budget code 6590-02-118)

Those designated in these positions should hold at least one of the following:

- school administrator's degree,
- business degree,
- accounting degree, or
- a degree in a related field.

5. Supervisor, Director, or Coordinator

A **supervisor**, **director**, or **coordinator**

- is designated by the local board of education to work throughout the unit to provide leadership in improving programs and quality of instruction, and
- holds a license appropriate to the area of assignment:

  - 00074 Instructional Technology Specialist - Telecommunications
  - 00077 Instructional Technology Specialist - Computers
  - 00078 Media Supervisor
  - 00113 Curriculum Instructional Specialist
  - 00711 Workforce Development (Vocational) Director
  - 88099 Exceptional Children Program Administrator

Continued on next page

I. Definitions for Licenses and Certified Personnel, Continued

6. Principal

A **principal**

- is designated by a local board of education as the head of a school
  - with 100 or more students in average daily membership (ADM), and/or
  - seven or more full-time state-allotted teachers (or the equivalent), and
- holds a principal's license (P, AP or DAP, license area 00012).

✎**NOTE**: Principals cannot hold a provisional principal's license.

7. Assistant Principal

An **assistant principal**

- is designated by a local board of education as next in line of authority to the principal in a school, and
- holds a principal's license (P, AP or DAP, license area 00012).

✎**NOTE**: Assistant principals cannot hold a provisional principal's license. However, an individual who does not hold a principal's license may serve as an assistant principal as specified in Section D, II., on pages 44-45.

8. Teacher

A **teacher**

- is designated to carry out the duties and responsibilities of the instructional process in the school, and
- holds a license appropriate to the area of assignment.

9. Vocational Teacher

A **vocational teacher**

- is employed to instruct in the areas of
  - vocational skill development,
  - prevocational/introductory, and/or
  - vocational development services, and
- holds a license in a vocational area appropriate to the area of assignment.

10. Student Support Services Personnel

Student support services personnel

- are designated to provide specialized assistance to students, and
- hold an appropriate license for the area of assignment.

Continued on next page

I. Definitions for Licensed and Certified Personnel, Continued

Positions

Included in the student support services personnel category are:

Positions	1998-99 Budget Code
Guidance Counselors *(licensure area 00005)*	5830xx121
School Social Workers *(licensure area 00006)*	5820xx139
School Psychologists *(licensure area 00026)*	5850xx139
Speech-Language Pathologists *(licensure area 88082)*	5860xx124
Audiologists *(licensure area 88003)*	5860xx139
Media Coordinators *(licensure area 00076)*	5810xx121
Nationally Certified School Nurse *(no license area assigned by DPI, see pages 7-9 for requirements)*	6840xx139
Not Nationally Certified School Nurse *(no license area assigned by DPI)*	6840xx148

B. Licensure Class Levels

The licensure class code corresponds to the educational level at which an individual has completed licensure requirements.

The codes on pages 5-6 indicate the level (or class) of licensure as determined by the Department of Public Instruction, Licensure Section.

Continued on next page

I. Definitions for Licensed and Certified Personnel, Continued

Below Bachelor's Level

Licensure Class Code	Licensure Area
V	Trade and Industrial Education preparatory based on experience and academic preparation below the bachelor's level
PV	Provisional Vocational

Bachelor's Level

Licensure Class Code	Licensure Area
A	Regular teaching area
PVA	Provisional Vocational
VA	Vocational
SWA	School Social Worker

Master's Level

Licensure Class Code	Licensure Area
G	Regular teaching area
SG	Curriculum Instructional Specialist (Supervisor/Director)
VG	Vocational
P	Principal
CG	Counselor
SWG	School Social Worker

Continued on next page

I. Definitions for Licenses and Certified Personnel, Continued

Advanced (Sixth-year) Level

Licensure Class Code	Licensure Area
AG	Regular teaching area
ASG	Curriculum Instructional Specialist (Supervisor/Director)
AVG	Vocational
AP	Principal
ACG	Counselor
AWG	School Social Worker
AS	Superintendent

Doctoral Level

Licensure Class Code	Licensure Area
DG	Regular teaching area
DSG	Supervisor/Director
DVG	Vocational
DAP	Principal
DCG	Counselor
DWG	School Social Worker
DAS	Superintendent

C. Other Certified Personnel

Personnel employed in positions within job classifications requiring professional certification as prescribed by the State Board of Education. These positions do **not** require a professional license issued by the Licensure Section.

These positions are **not** required to complete

- an approved education program, or
- achieve a specified minimum score on the National Teacher's Examination/Praxis Examination.

Continued on next page

I. Definitions for Licensed and Certified Personnel, Continued

1. School Nurse

As of July 1, 1993, all newly employed school nurses are required to be certified by either

- the American Nurses' Association (ANA), or
- the National Association of School Nurses (NASN).

Employment of school nurses not holding national certification

Local education agencies may employ, if necessary, uncertified nurses; however, they must be hired with the stipulation that they become nationally certified within three years of their hire date.

Rule: *Until national certification is attained, their salary shall be assigned according to the noncertified nurse ranges in Section F, II.,B., page 79.*

Grandfather Clause

School nurses employed prior to July 1, 1993, are not required to obtain certification from the ANA or NASN. Individuals not obtaining certification are to be assigned a salary according to the noncertified nurse ranges in Section F, II., B., page 79.

2. School Nurse Salary Schedule

Effective for the 1998-99 school year, nationally certified school nurses who are employed in the public schools as nurses shall be paid on the 'G' salary schedule (see Section E, IV., page 71).

Years of Experience

Local education agencies will assign years of experience for their nationally certified school nurses following the licensure rules used for determining non-teaching experience for workforce development health occupations.

Continued on next page

I. Definitions for Licensed and Certified Personnel, Continued

3. Prerequisites for school nursing national certification

Association	Initial Certification Requirements
American Nurses' Association (ANA)	1. Currently hold an active RN license in the U.S. or its territories; 2. Hold a baccalaureate or higher degree in nursing; and 3. Have completed a practice requirement in school nursing which may be met by: a. Successful completion of a minimum 200-hour supervised college/university sponsored internship or practicum in school nursing. The practicum must be documented by transcripts or a letter from the program director; or b. Completion of a minimum of 1,500 hours (with an active U.S. license) in school nursing practice, education supervision, or direction of other person engaged in school nursing within the past three years; or c. A combination of practicum hours and school nursing experience that totals a minimum of 1,500 hours. Fifty hours of practicum is equal to 900 hours of work experience.
National Association of School Nurses (NASN)	1. Current license as a registered nurse in the U.S.; 2. Have a baccalaureate degree or higher; and 3. Have completed a practice requirement in school nursing.

Continued on next page

I. Definitions for Licensed and Certified Personnel, Continued

For additional information

The American Nurses Credentialing Center
600 Maryland Avenue, SW
Suite 100 West
Washington, DC 20024-2571
202/651-7000
1-800-284-2378
http://www.nursingworld.org/ancc/generlst/index.htm

National Association of School Nurses
P.O. Box 1300
Scarborough, ME 04070-1300
207/883-2117
http://www.VRmedia.com/nurses/

D. Noncertified Personnel

Personnel in positions within job classifications which do not require a professional license issued by the Division of Human Resource Management, Licensure Section, or professional certification prescribed by the State Board of Education.

II. Other Definitions

A. Administrator

A person employed by the State of North Carolina to work in an administrative position in a North Carolina public school system.

He or she must meet the employment or licensure criteria required by the State Board of Education for the specific administrative assignment.

There are two types of administrators: school based and central office.

- School Based Administrators are
  - principals, and
  - assistant principals.

- Central Office Administrators are
  - superintendents,
  - associate superintendents,
  - assistant superintendents,

  - supervisors,
  - directors,
  - coordinators,

  - school business administrators, and
  - school finance officers.

B. Educator

An educator is

- licensed by the Division of Human Resource Management, Licensure Section, and
- employed in a North Carolina school system in one or more of the following positions:

  - superintendent,
  - associate superintendent,
  - assistant superintendent,

  - supervisor,
  - director,
  - coordinator,

Continued on next page

II. Other Definitions, Continued

B. Educator (continued)

- principal,
- assistant principal,
- teacher, and
- student support services personnel.

C. Classification

A classification is a category for a particular position referring to levels of

- responsibility,
  EXAMPLE: Principals are classified based on the number of state-funded teachers and student support services personnel at their school.
- occupational group, or
  EXAMPLE: Office support personnel are classified under an office support personnel category according to the type of work they perform.
- type of license/educational level.
  EXAMPLE: Classroom teachers are classified based on their educational level ("A" for bachelor's degree, "G" for a master's degree).

D. Position

The category in which a public school employee is

- licensed, and
- employed.

Examples

These categories include such positions as:

- teachers,
- principals, and
- superintendents.

Continued on next page

II. Other Definitions, Continued

E. Pay Level

A level between 1-46 which corresponds to a school based administrator's

- monthly, or
- annual salary (not including salary supplements)

based on the individual's

- position, and
- classification.

F. Schedule

A **schedule** is a numerical indicator preceding the pay level assignment which designates the specific salary schedule from which the employee is paid.

Principals and assistant principals are designated as Schedule 0. Superintendents are designated as Schedule 1. Associate and assistant superintendents, directors, supervisors, coordinators, and finance officers are designated as Schedule 2.

The School Psychologist salary schedule (which includes master's level audiologists and master's level speech-language pathologists) is designated as Schedule 3, differentiating it from the teacher schedules (A and G).

G. Regular Work

Ongoing daily or weekly responsibilities as opposed to short-term or one-time tasks.

H. School

An organizational subdivision of a school system

- consisting of a group of students composed of one or more grade groups,
- organized as one unit with an assigned principal or person acting in the capacity of principal, and
- housed in a school plant of one or more buildings,

which provides instruction of the type defined in the North Carolina Standard Course of Study.

Continued on next page

III. Source Of Funds

A. State Funded Noncertified Employees

Each local board of education shall

- examine the duties and responsibilities of all noncertified personnel in its employment whose salaries are paid from state funds (in whole or in part),
- classify noncertified personnel according to class specifications in Class Specifications for Noncertified Public School Employees, and
- pay these employees in accordance with the state salary ranges for noncertified personnel.

Noncertified average salaries/State allotment

By the end of the third payroll period of the 1998-99 fiscal year, local boards of education shall place state-allotted

- office support personnel (object codes 151 and 159),
- teacher assistants (object code 142), and
- custodial personnel (object code 173)

on the salary schedule adopted by the State Board of Education so that the average salary paid is the state-allotted amount for the category.

Compliance: See Section B, VII., B., on page 23 for 1998-99 compliance standards.

Continued on next page

III. Source of Funds, Continued

B. Employees Paid from Local or Federal Funds

The local board of education shall

- have full authority to establish the salary of its locally and federally paid employees, and
- not be bound by rules and regulations established for employees paid from state funds,

Only If they have adopted a local salary schedule that recognizes a difference in salaries based on variations in

- duties,
- training,
- experience,
- professional fitness, and
- continued service in the same school.

If a local schedule is not adopted

If a local salary schedule is not adopted, the state salary schedule shall be in force.

C. State/Local Responsibilities

The state's responsibility for a position paid from state funds ceases at the end of the last work day of actual employment.

The only salary benefit from state funds beyond that day shall be payment of

- accumulated annual leave not to exceed 30 days,
- up to six days of accumulated vacation in excess of 30 days if a teacher was required to forfeit vacation in order to attend required workdays, and
- that portion of any longevity pay due the employee.

When a local education agency releases an employee from employment, the local education agency shall assume full responsibility for any additional pay that is negotiated between the local education agency and the employee.

SECTION B

SPECIAL PROVISIONS

Section B

SPECIAL PROVISIONS

I. Other Teaching Assignments

A. Summer School

1. Summer School Lead Teacher Positions

Teachers who are assigned to work as the lead teacher (budget code 5200-69-123) for summer school programs will receive a salary increase of two experience increments above their salary certified during the regular school term based on years of experience.

This special salary assignment is applicable for the summer school program only.

Teachers who have been credited with 28 or greater years of experience will receive an increase of four percent (4%) above their base certified salary.

2. Teacher reassigned to site supervisor

Teachers reassigned to work as a site supervisor (budget code 6210-02-113) during the summer school period shall be assigned to a School Administrator I - VII category by the local board of education.

Salary determination will be made by the local board of education within the salary range which corresponds to the School Administrator I-VII assignment.

3. Assistant Principals

Assistant principals who serve

- in the same capacity, or
- as lead teachers

during the summer school period will receive the same salary for the summer school assignment as they received during the regular school term.

✎**NOTE:** A non-teaching assistant principal can be employed when 10 or more teachers are employed to work at a specific summer school site.

Continued on next page

I. Other Teaching Assignments, Continued

B. Consultant

Teachers assigned to work with the Department of Public Instruction (DPI) under a **statewide** consulting basis (e.g., state teacher of the year) during the 1998-99 school year are to be paid three experience steps above their certified salary for the length of their assignment at DPI.

Teachers with twenty-seven (27) years or more of experience are to be paid six percent (6%) above their base pay.

✎**NOTE:** Regional consultants, such as Intervention/Assistance team members, do not qualify for this three step increment.

Effective Date

For salary purposes, the consultant position is effective with the first day of the consulting contract.

C. JROTC Instructors

1. How is experience determined?

The Licensure Section will award up to 10 years of educator experience for military service.

Credit will be given for teaching years of experience in the public schools on a year-for-year basis.

2. Military contract requires salary equivalent to active duty pay

The military contracts with local education agencies for the Junior ROTC programs require that JROTC instructors be compensated at their military active duty pay level.

The formula for determining the salary is as follows:

(1) Active Duty Pay - Military Retirement = Difference to be compensated

(2) Difference to be compensated =

- 50% paid from
  - LEA local funds, or
  - State funding from identified state-allotted teaching position (based on license and years of experience), and
- 50% paid by the military.

Continued on next page

I. Other Teaching Assignments, Continued

3. Use of state-allotted teaching position for a JROTC instructor

State regulations permit

- identification of a state-allotted teaching position (no additional positions are provided and no vocational education funds can be used), and
- use of that position to pay a Junior ROTC instructor provided the LEA employs another teaching position using local funds to replace the use of the state-allotted position.

D. Interim Teachers

1. When may an interim teacher be employed?

An interim teacher may be employed when a vacancy in a teaching position occurs by

- separation from employment,
- leave without pay,
- workers' compensation,
- short-term disability, or
- absence caused by an episode of violence in the school.

✎**NOTE:** An interim teacher may not be employed for a permanent employee who is using paid leave. This requires a substitute teacher.

2. Salary Determination

An interim teacher will be paid at his or her certified salary rating if
- service in the interim position is more than 10 teaching days, and
- the interim employee is licensed in the area of assignment.

However, the interim employee may be paid at the substitute rate if he or she requests to be paid at the substitute rate.

An interim teacher must be paid at the substitute rate if
- service in the interim position is 10 teaching days or less, or
- the interim employee is not licensed in the area of assignment.

EXCEPTION: Please see "Hiring Retired Teachers" in Section E, I., D., on page 68.

3. Budget Code

All interim teachers are paid from the budget code from which the regular teacher being replaced was paid.

I. Other Teaching Assignments, Continued

3. Budget Code (continued)

Refer to the page 2-6 of the Financial Policy and Procedures Manual for Local Education Agencies for information regarding payroll indicator requirements.

4."Permanent" Status

The interim teacher will be accorded all benefits due a permanent employee if the period of interim employment will be at least six full consecutive monthly pay periods. (See Benefits and Employment Policy Manual 01.1.1 (b) and 12.1.3)

E. Substitute Teachers

A substitute teacher is an individual who fills in for a permanent teacher who is still on payroll and using paid leave.

Salary Determination

Individuals holding an educator's license are to be paid a daily rate of:

- at least 65% of the daily rate of an entry-level teacher holding an 'A' license (A-00 daily rate). For the 1998-99 school year, 65% equals $68/day.

Individuals not holding an educator's license are to be paid a daily rate of:

- at least 50% of the daily rate of an entry-level teacher holding an 'A' license (A-00 daily rate). For the 1998-99 school year, 50% equals $53/day.

✎**NOTE**: However, in no circumstance shall the pay for a substitute not holding an educator's license exceed that of one holding a teaching certificate.

These daily rates are effective for substitutes working on or after January 1, 1999.

F. Full-time Substitutes

Effective January 1, 1999, local education agencies can employ full-time substitutes. These individuals are:

- employed for 30 hours or more per week
- in a permanent position

Salary Determination

Full-time substitutes are to be paid using the rules for substitute teachers listed above.

Object Code

Full-time teacher assistants are to be paid from object code 184.

Continued on next page

I. Other Teaching Assignments, Continued

G. Driver Training Teachers

The workday for driver training teachers who hold teaching licenses will be the same as for all other certified teachers as established by local boards of education.

H. Mentors

Well-trained and qualified individuals who mentor

- newly certified teachers (those never having taught in a classroom),
- teachers who had mentors during the 1997-98 school year, or
- entry-level instructional support personnel who have not previously been teachers

will be compensated as follows:

- $100 for serving as a mentor for one day prior to the beginning of the school year (if utilized), and
- $100 per month for a maximum of 10 months for serving as a mentor.

I. Forfeited Vacation Days

For the 1998-99 school year, classroom teachers may be eligible for up to six days of pay for forfeiting vacation days. The six days are to be determined as follows:

- 2 days designated by the local board of education, and
- 4 days by the school principal in consultation with school improvement teams.

✎**NOTE:** Student support services personnel do not qualify for forfeited vacation pay.

Determining eligibility

Compensation for forfeited vacation days is based on the number of days of accumulated annual leave in excess of 30 (with a maximum of 6) on June 30.

✎**NOTE:** Payment for forfeited vacation days can only occur when the classroom teacher does not have an opportunity to use annual leave days earned in excess of 30 during the school year.

II. Advanced Degrees

A. Effective Date for Salary Purposes

The effective date for degrees above the bachelor's level:

- earned on or after April 1 of the school year, will become effective for salary purposes July 1 of the upcoming school year, or
- when earned prior to April 1 of a school year, will receive a salary adjustment in accordance with the salary schedule for "G" classroom teachers effective with the first day of the pay period which begins in the same month as the license effective date.

B. Monthly Supplement for Teachers

Teachers earning an advanced or doctoral license prior to April 1 of a school year in the area of

- teaching,
- student support services, or
- curriculum instructional specialist (supervision)

shall be paid an additional monthly supplement as indicated on the state salary schedule for "G" classroom teachers effective with the first day of the pay period which begins in the same month as the license effective date.

C. Monthly Supplement for Administrators

An administrator who, prior to April 1 of a school year, earns

- an advanced, or
- doctoral license

will receive an additional monthly supplement, as indicated on the applicable salary schedule, effective with the first day of the pay period which begins in the same month as the license effective date.

D. Effective Date Examples

EXAMPLE: Pay period runs 12/14 through 1/13. Effective date of doctorate is 12/17. Pay increase begins 12/14.

If the effective date of the doctorate was 12/3, pay increase would still begin on 12/14.

III. Assistance Teams

A. Salary Basis

Intervention/assistance (ABCs) and school safety assistance team members hired as LEA employees are to be paid at the same monthly rate as they would have earned in the position they held prior to being named to the assistance team. This monthly calculation includes:

- Base salary (from the appropriate salary schedule or salary range)
- Local Supplement, and
- ABC or Safe School Percentage Increase (for principals and assistant principals).

✎**NOTE:** Assistance team members hired under a contractual basis are to be paid at a negotiated rate.

B. Funding Source

Intervention/assistance team members are funded through PRC 37, and school safety assistance team members are funded through PRC 42.

IV. Salary Adjustments

A. Additional Years of Service

Retroactive salary adjustments for receiving additional years of service not previously credited to an educator's certificate will be granted effective July 1 of the current school year.

Rule: Adjustments for more than a 12 month period

Retroactive pay for the 12 months prior to July 1 of the current school year may be granted with special permission from the School Business Division, Salary Administration Section. However, under no circumstances will a retroactive adjustment be granted for a period of more than 12 months prior to July 1 of the current school year.

B. When LEA Fails to Submit Complete Information

If it is determined that a retroactive salary adjustment is the result of a local education agency failing to submit

- complete, or
- required payroll data,

the local education agency becomes financially responsible for any salary adjustment due.

V. Provisional Licenses

Failing to Meet Requirements

When an educator fails to meet the educational requirements for maintaining a provisional license, this results in an expired license.

Reinstatement of licensure by removal of provisional areas from the initial license may result in

- ineligibility to serve in the specific capacity, and
- reduction to a lower pay level.

VI. ABC Incentive Bonuses

Distribution

In accordance with State Board of Education policy, incentive awards in schools that achieve higher than expected improvements in student performance may be up to:

- $1,500 for each teacher, principal, assistant principal, and student support services personnel, and
- $500 for each teacher assistant.

Incentive awards in schools that meet the expected improvements in student performance may be up to:

- $750 for each teacher, principal, assistant principal, and student support services personnel, and
- $375 for each teacher assistant.

✎**NOTE**: For the 1998-99 school year, school improvement plans cannot include personnel other than those listed above for ABC incentive bonus awards.

VII. Noncertified Personnel

A. Non-Exempt Hourly Rate of Pay

Compute the hourly rate of pay for non-exempt employees using the following calculations:

Step	Calculation
1	Monthly Salary x 12 = Annual Salary
2	Annual Salary ÷ 52 = Weekly Salary
3	Weekly Salary ÷ 40 = Hourly Rate

B. Average Salary/State Allotment Compliance

Prior to the end of the third pay period of the 1998-99 fiscal year, G.S 115C-12(16)(b) requires that local boards of education must place the following **state-funded** positions:

- office support personnel (object codes 151 and 159)
- teacher assistants (object code 142), and
- custodian personnel (object code 173)

on the state salary schedule at a rate of pay so that the average salary paid for each personnel classification is at least 98% of the state-allotted amounts.

In placing these employees on the salary schedule, local boards will consider each employee's:

- education,
- training, and
- experience (including experience in other local school administrative units).

✎**NOTE**: Beginning with the 1999-2000 school year, experience shall include service in other school administrative units.

VIII. Overtime Pay Determinations

A. Overtime Policy

1. Federal Law

As of April 15, 1986, overtime compensation must be provided to employees determined to be non-exempt on the basis of U.S. Department of Labor Regulations, (Code of Federal Regulations, Chapter 29, Part 541) and other U.S. Department of Labor publications.

2. Types of overtime compensation

Public schools may provide this compensation in either of two forms:

- **overtime pay** at the rate of one and one-half times the regular rate of pay for all hours in excess of 40 hours in a workweek; or
- **compensatory time off** at a rate of one and one-half hours for each hour worked in excess of 40 hours in a regular workweek, provided the employee is notified before the work is performed.

3. Who decides how to compensate?

The decision to provide either overtime pay or compensatory time off rests with the local board of education. The local board of education may establish policies as to

- the number of hours allowed to be accumulated up to a maximum of 240 hours, and
- the time frame in which these hours shall be taken (e.g., compensatory time off must be taken before annual vacation leave is used).

***Rule**: Local board policies cannot violate the Fair Labor Standards Act (FLSA).*

4. Determining exempt status

The determination of exempt status for employees occupying positions which do not require professional licensure depends on

- the duties of the position, and
- the employee's actual work.

Generally, employees occupying positions requiring an educator's license and some others occupying positions without licensure requirements are exempt from the FLSA, and are not subject to the overtime provisions.

Continued on next page

VIII. Overtime Pay Determinations, Continued

5. Local responsibility

FLSA exemption determinations must be made at the local level.

6. FLSA Definitions

a. Salary

- An employee's salary includes:
  - the amount of compensation to which the employee is entitled during the year from the salary schedule;
  - the amount of longevity pay, if any, to which the employee is entitled during the year; and
  - the amount of local supplement, if applicable, to which the employee is entitled during the school year.

b. Workweek

The workweek is a fixed and regularly recurring period of 168 hours - seven consecutive 24-hour periods.

An employee who is non-exempt from the requirements of FLSA is entitled to overtime at time and one-half for all hours worked over 40 in a workweek.

c. Employee's Regular Workweek

For a non-exempt employee, the employee's regular workweek is the period of time (hours) for which the salary is intended to provide compensation.

Continued on next page

VIII. Overtime Pay Determinations, Continued

7. State does not provide overtime funds

The state does **not** provide additional funds to pay overtime.

If overtime occurs and money is not available in the state allotment from which the employee is paid, it must be paid from local fund sources.

8. If regular workweek includes paid leave days

If the regular workweek includes any pay for

- holiday,
- vacation, or
- sick leave

the employee must work in excess of 40 hours, excluding these days to receive overtime pay.

B. Calculating Overtime Pay

1. Hours in a workweek

All monthly salaries shown in the noncertified section of the state salary schedule are based on a standard workweek of 40 hours.

EXCEPTION: The standard workweek for teacher assistants is established by the local board of education.

2. Calculation when employed in one position

Step	Calculation
1	monthly salary x 12 = annual salary
2	annual salary ÷ 52 = weekly salary
3	weekly salary ÷ hours in regular workweek = hourly rate
4	Determine the number of hours worked during the workweek in excess of 40
5	hourly rate x hours worked over 40 x 1.5 = overtime pay
6	weekly salary + overtime pay = total gross wages due

Continued on next page

VIII. Overtime Pay Determinations, Continued

Regular workweek less than 40 hours?

If an employee's regular workweek is less than 40 hours, the employee is not entitled to overtime pay until hours worked exceed 40.

Hours worked do not include any pay for

- holiday,
- vacation, or
- sick leave.

3. Calculation when employed in more than one position

When a noncertified person is employed

- in two or more positions having different rates of pay, and
- the total hours worked in the workweek exceeds 40

follow the procedures outlined in the Financial Policy and Procedures Manual for Local Education Agencies.

Prorate overtime to budget codes for each position

Allocation of overtime pay at time and one-half must be prorated to the overtime budget codes for each position's respective allotment. Follow the procedures outlined in the Financial Policy and Procedures Manual for Local Education Agencies.

IX. Daily Rates of Pay

A. New Policy Beginning July 1, 1998, the number of days in a month for daily rates of pay calculations will be either:

- The actual number of week days in the month (excludes weekends), or
- 22 days.

B. Basis for Determination The number of days in a month for daily rate of pay calculation is based on the employee's:

- position, and
- term of service.

1. Actual number of weekdays The following employees have their daily rate of pay based on the number of week days in the month of service:

- Superintendents
- Associate Superintendents
- Assistant Superintendents
- Directors
- Finance Officers
- Central Office Support Staff (excluding teachers and instructional support assigned to the central office)
- Principals
- Assistant Principals
- Noncertified employees who are school based, and are employed for a period that is not exactly 10 months (220 days).

2. 22 days The following employees have their daily rate of pay based on 22 days regardless of the number of week days in the month of service:

- All teachers and student support services personnel
- All teacher assistants
- Noncertified employees who are school based and employed for a period equal to 10 months (220 days)
- Employees in split positions where one of the positions is based on a 22 day daily rate.

EXAMPLE: An employee serves 50% of the day as a teacher (22 day basis), and 50% of the day as an assistant principal (actual number of week days basis). This employee's daily rate is calculated on 22 days per month.

SECTION C

CENTRAL OFFICE ADMINISTRATORS

Section C

CENTRAL OFFICE ADMINISTRATORS

I. Salary Determinations

A. Superintendent

1. ADM determines pay

Superintendents are paid within salary ranges determined by the ADM of the local education agency to which they are assigned.

ADM is based on the higher of

- the best one of the first two months projected ADM, or
- the best one of the first two months prior year actual.

Placement within the ADM salary ranges is determined by the local boards of education.

✎**NOTE:** The range maximums do not include advanced or doctoral supplements.

2. Advanced degree supplement

A person holding an

- advanced superintendent's, "AS" license, or
- doctoral superintendent's, "DAS" license

shall be paid an additional monthly supplement as noted on the state salary schedule for superintendents.

3. 101 Rule no longer valid

Effective July 1, 1993, the state requirement that the superintendent of each local education agency will be compensated at an amount that is at least one percent (1%) greater than the highest paid principal in that same unit Is No Longer Valid.

Continued on next page

I. Salary Determinations, Continued

3. 101 Rule no longer valid (Continued)

However, superintendents whose salaries were established under this provision during the 1992-93 school year will continue to have their salary established based on this provision provided

- they are employed as superintendent of the local education agency (LEA) in which they were employed during 1992-93, and
- there is a principal employed in that LEA whose salary exceeds that of the current superintendent.

✎**NOTE:** Each local education agency will be responsible for assigning its superintendent's salary. For assistance with the 101 Rule, please contact the School Business Division, Salary Administration Section.

B. Associate/ Assistant Superintendent

1. Paid within pay ranges

The following positions shall be assigned to a School Administrator I-VII category by the local board of education:

- Associate and assistant superintendents in positions requiring professional licenses issued by the Division of Human Resource Management, Licensure Section,
- Associate Superintendents for Personnel, and the
- Assistant Superintendents for
  - Fiscal Management,
  - Personnel Management, and
  - Auxiliary Services.

Continued on next page

I. Salary Determinations, Continued

1. Paid within pay ranges (continued)

Salary determination shall be made by the local board of education within the salary range which corresponds to the School Administrator assignment.

✎**NOTE:** The range maximums do not include advanced or doctoral supplements.

2. Advanced degree supplement

A person holding the following advanced or doctoral licenses:

- principal (AP or DAP, license code 00012),
- curriculum instructional specialist/supervisor (ASG or DSG, license area 00113), or
- superintendent (AS or DAS, license area 00011)

shall be paid an additional monthly supplement as noted on the salary schedule for central office administrators.

C. Supervisors, Directors, Coordinators, and Finance Officers

1. Paid within school administrator pay range

The following positions shall be assigned to a School Administrator I-VII category by the local board of education:

- Supervisors, directors, and coordinators in positions requiring professional licensure issued by the Division of Human Resource Management, Licensure Section, and
- All finance officers.

Salary determination shall be made by the local board of education within the salary range which corresponds to the School Administrator assignment.

✎**NOTE:** The range maximums do not include advanced or doctoral supplements.

Continued on next page

I. Salary Determinations, Continued

2. Advanced degree supplement

A person holding a relevant

- advanced supervisor's license "ASG," or
- advanced supervisor's license, and an earned doctorate "DSG"

shall be paid an additional monthly supplement as noted on the state salary schedule for central office administrators.

3. Licensure requirements for general administration

A supervisor/director for general administration of specific educational programs may hold a school administrator "P" license as a requirement for salary licensure, in place of the "SG" (supervisor/director) license.

A supplement will be paid for a principal's

- advanced license (AP), or
- doctoral license (DAP).

4. Noncertified supervisors and directors

The following noncertified supervisor and director positions shall be paid within the ranges of the appropriate noncertified salary schedules in Section F:

- Maintenance Personnel
  - Carpenter Supervisor
  - Custodian Supervisor I-III
  - Electrician Supervisor I-II
  - Floor Maintenance Supervisor
  - Grounds Supervisor I-II
  - HVAC Supervisor
  - Maintenance Supervisor/Director I-X
- Child Nutrition Personnel
  - Child Nutrition Supervisor
  - Child Nutrition Director I-II
- Transportation Personnel
  - Supervisor
  - Transportation Director I-X

Continued on next page

I. Salary Determinations, Continued

D. Daily Rate of Pay

Daily rates for central office personnel are calculated as follows:

- monthly salary (with supplement) ÷ number of work days in the month (20, 21, 22, 23) = daily rate of pay.

II. Central Office Administrator Salary Ranges
ASSOCIATE SUPERINTENDENTS, ASSISTANT SUPERINTENDENTS, DIRECTORS, SUPERVISORS, COORDINATORS, AND FINANCE OFFICERS

Classification	Minimum Monthly Salary	Maximum Monthly Salary
School Administrator I	$2,846	$4,857
School Administrator II	3,021	5,155
School Administrator III	3,206	5,471
School Administrator IV	3,335	5,692
School Administrator V	3,469	5,923
School Administrator VI	3,681	6,286
School Administrator VII	3,830	6,540

NOTES:

1. Please see pages 30 through 31 for a complete listing of positions included in these ranges.
2. Salary determinations shall be made by the local board of education within the salary range which corresponds to the School Administrator assignment.
3. ADD $126 per month for an appropriate advanced license.
4. ADD $253 per month for an appropriate advanced license and an earned doctorate.
5. The range maximums do not include advanced ($126) or doctoral ($253) monthly supplements.

III. SUPERINTENDENT SALARY RANGES

Classification	Minimum Monthly Salary	Maximum Monthly Salary
Superintendent I (Up to 2,500 ADM)	$4,065	$6,941
Superintendent II (2,501 - 5,000 ADM)	4,315	7,364
Superintendent III (5,001 - 10,000 ADM)	4,578	7,815
Superintendent IV (10,001 - 25,000 ADM)	4,859	8,293
Superintendent V (Over 25,000 ADM)	5,157	8,801

NOTES:

1. Salary Assignment: Superintendents are paid within salary ranges determined by the ADM of the local education agency (LEA) to which they are assigned. ADM is based on the higher of the best one of the first two months projected ADM, or the best one of the first two months prior year actual ADM. Placement within the ADM salary ranges is determined by the local board of education.
2. ADD $126 per month for an advanced superintendent's certificate (AS).
3. ADD $253 per month for an advanced superintendent's certificate based on an earned doctorate degree (DAS).
4. The range maximums do not include advanced ($126) or doctoral ($253) monthly supplements.

SECTION D

SCHOOL BASED ADMINISTRATORS

Section D

SCHOOL BASED ADMINISTRATORS

I. Salary Determinations

A. Monthly Salary for Principals

Principals are paid monthly for the 1998-99 school year according to:

- the number of state-funded teachers, student support services personnel, and assistant principals employed at their school (See 1 below); and
- the total number of years of experience on their teaching license, plus one year of credit for every three years on their principal's license (See 2 on page 37); and
- 1997-98 achievements in
  - the ABCs of Public Education Program, and for
  - maintaining a safe and orderly school in accordance with goals set by the local board of education (See 3-7 on pages 37 through 39); and
- their education level as determined by their principal license designation (See 8 on page 39).

1. Determining teacher count

School Count Based On: Each specific school is assigned a teacher count based on the number of state-funded teachers, student support personnel, and assistant principals who serve for one-half (5 months) or more of the school year.

Rounding: If the inclusion of part-time positions caused the total state-funded teacher, student support personnel, and assistant principal count to fall between consecutive whole numbers, the teacher count is rounded to the nearest whole number. Fifty percent or greater is rounded up.

Continued on next page

I. Salary Determinations, Continued

Rounding Example

If the state-funded teacher, student support personnel, and assistant principal count is 11.5, the principal's salary shall be based on 12 teaching positions.

Exception: Alternative Schools

The beginning classification for principals in alternative schools shall be the Principal III level. Principals in alternative schools who supervise 33 or more state-funded teachers, student support personnel, and assistant principals shall be classified according to the number of these individuals supervised.

✎**NOTE:** Individuals without a principal's license serving as building principals for alternative schools are to be paid in accordance with I., C., on page 40.

2. Determining years of experience

No rounding is used for determining additional years of credit for principal experience.

EXAMPLE: 8 Years of experience on "P" license ÷ 3 = 2.66
2.66 equals 2.00 for salary schedule experience purposes

Verify years on principal license

The number of years on the principal license ***must be verified*** through the Licensure Section of the Division of Human Resource Management.

3. ABC and Safe School Goals NOT Met

A principal who was assigned as a school based administrator to a school in 1997-98 which did **not** meet either

- the ABCs of Public Education Program objectives, or
- locally determined safe school goals

shall be placed on the appropriate step of the **base principal salary schedule** for the 1998-99 school year.

Pay Indicator: *A principal whose school did not meet either the ABCs of Public Education or Safe School goals for 1997-98 will not have an indicator in the seventh digit of the certified pay level for the 1998-99 school year.*

Example: 0_13__

Continued on next page

I. Salary Determinations, Continued

4. ABC Requirements

A principal shall be placed on the appropriate step of the **Base + 1% principal salary schedule** for the 1998-99 school year if the school where he or she served as a school based administrator in 1997-98

- met, or
- exceeded

the projected levels of improvement in student performance for the 1997-98 school year, in accordance with the ABCs of Public Education Program.

Pay Indicator: *A principal whose school met or exceeded its 1997-98 ABC objectives will have an "A" in the seventh digit of the certified pay level for the 1998-99 school year.*

Example: 0 _13 _ A

5. Safe Schools

A principal shall be placed on the appropriate step of the **Base +1% principal salary schedule** if the local board of education found that the school where the principal was assigned as a school based administrator in 1997-98 met objectively measurable goals set by the local board of education for maintaining a safe and orderly school.

Pay Indicator: *A principal whose school met or exceeded its school safety objectives for 1997-98 will have a 'B' in the seventh digit of the certified pay level for the 1998-99 school year.*

Example: 0_ 13_ _B

6. ABCs and Safe Schools

A principal shall be placed on the appropriate step of the **Base +2% principal salary schedule** for the 1998-99 school year if the school where the principal was assigned as a school based administrator in 1997-98

- met or exceeded the projected level of improvement prescribed by the ABCs of Public Education, and
- met safe and orderly school goals set by the local board of education.

Pay Indicator: *A principal whose school meets or exceeds its ABC objectives and its school safety objectives for 1997-98 will have a 'C' in the seventh digit of the certified pay level for the 1998-99 school year.*

Example: 0_ 13_ _C

Continued on next page

I. Salary Determinations, Continued

7. Service Requirements for ABC and/or Safe Schools Eligibility

A principal serving as a school based administrator at **one school** during 1997-98 must have served as a school based administrator at that school for at least 8 months (any percent of employment).

A principal serving as a school based administrator for **more than one school** during 1997-98 must have served as a school based administrator at a school meeting or exceeding its ABCs and/or safe school goals for at least 8 months of full-time equivalent service.

8. Principal advanced degree supplement

A person holding an

- advanced principal's license "AP," or
- a doctoral principal's license "DAP"

shall be paid an additional monthly supplement as noted on the state salary schedule for principals.

B. Lump Sum Bonus for Principals

Principals who were assigned to a school or schools meeting or exceeding 1998-99 goals for the

- ABCs of Public Education Program, or
- for maintaining a safe and orderly school

will receive a lump sum payment of 1% of their 1998-99 base salary as a school based administrator.

Principals who were assigned to a school or schools meeting or exceeding 1998-99 goals for both

- the ABCs of Public Education Program, and
- for maintaining a safe and orderly school

will receive a lump sum payment of 2% of their 1998-99 base salary as a school based administrator.

Continued on next page

I. Salary Determinations, Continued

C. Building Principal

Schools with less than seven but more than two full-time state-allotted teachers must use a teaching position as principal of that school. This position is called a **building principal**.

A teacher employed as a building principal according to this regulation shall be paid:

- at the appropriate pay level on the Principal I salary schedule,
- based upon total years of experience on their teacher's license, with no extra credit for years on their principal's license,
- at the scheduled monthly rate of pay for ten months.

✎**NOTE**: Building principals are eligible for placement on the Base + 1% or Base +2% principal salary schedules. They are not, however, eligible for a lump sum bonus for ABC or Safe School achievements for the 1998-99 school year.

Notify Salary Administration

The Salary Administration Section must be notified in writing with the name and social security number of the teacher designated as the building principal.

1. Experience credit

Experience as a building principal is not added to the "P," principal license.

2. Budget code

Building principals are coded 5100-01-121.

3. Advanced degree supplement

A person serving as a building principal and holding an advanced or doctoral license as a

- principal,
- teacher,
- curriculum instructional specialist (supervisor)

shall be paid an additional monthly supplement as noted on the state salary schedule for principals with 0-10 teachers.

Continued on next page

I. Salary Determinations, Continued

D. Monthly Salary for Assistant Principals

Assistant principals are paid monthly for the 1998-99 school year according to:

- the total number of years of experience on their teaching license,
- 1997-98 achievements in
  - the ABCs of Public Education Program, and for
  - maintaining a safe and orderly school in accordance with goals set by the local board of education (See 1-5 on pages 41 through 43), and
- their education level as determined by their principal license designation (See 7 on page 43).

✎**NOTE:** An additional year of credit is not given for every three years on the educator's principal license.

1. ABC and safe school goals NOT met

An assistant principal who was assigned to a school in 1997-98 which did not meet either

- ABCs of Public Education Program objectives, or
- locally determined safe school goals

shall be placed on the appropriate step of the **base assistant principal salary schedule** for the 1998-99 school year.

Pay Indicator: *An assistant principal whose school did not meet either the ABCs of Public Education or Safe School goals for 1997-98 will not have an indicator in the seventh digit of the certified pay level for the 1998-99 school year.*

Example: *0 _ 13 _ _*

Continued on next page

I. Salary Determinations, Continued

2. ABC requirements

An assistant principal shall be placed on the appropriate step of the **Base + 1% assistant principal salary schedule** for the 1998-99 school year if the school where the assistant principal was assigned as a school based administrator in 1997-98

- met, or
- exceeded

the projected levels of improvement in student performance for the 1997-98 school year, in accordance with the ABCs of Public Education Program.

Pay Indicator: *An assistant principal whose school met or exceeded its 1997-98 ABC objectives will have an "A" in the seventh digit of the certified pay level for the 1998-99 school year.*

Example: *0_13_A*

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3. Safe schools

An assistant principal shall be placed on the appropriate step of the **Base +1% assistant principal salary** schedule if the local board of education found that the school where the assistant principal was assigned a school based administrator in 1997-98 met objectively measurable goals set by the local board of education for maintaining a safe and orderly school.

Pay Indicator: *An assistant principal whose school met or exceeded its school safety objectives for 1997-98 will have a 'B' in the seventh digit of the certified pay level for the 1998-99 school year.*

Example: *0_13__B*

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4. ABCs and safe schools

An assistant principal shall be placed on the appropriate step of the **Base +2% assistant principal salary schedule** for the 1998-99 school year if the school where the assistant principal was assigned as a school based administrator in 1997-98

- met or exceeded the projected level of improvement prescribed by the ABCs of Public Education, and
- met safe and orderly school goals set by the local board of education.

Pay Indicator: *An assistant principal whose school meets or exceeds its ABC objectives and its school safety objectives for 1997-98 will have a 'C' in the seventh digit of the certified pay level for the 1998-99 school year.*

Example: *0_13__C*

Continued on next page

I. Salary Determinations, Continued

5. Service requirements for ABC and/ or safe schools eligibility

An assistant principal serving as a school based administrator at **one school** during 1997-98 must serve as a school based administrator at that school for at least 8 months (any percentage of employment).

An assistant principal serving as a school based administrator for **more than one school** during 1997-98 must have served as a school based administrator at a school meeting or exceeding its ABCs or safe school goals for at least 8 months of full-time equivalent service.

6. Experience credit

Experience as an assistant principal is not credited to the "P," principal license.

7. Advanced degree supplement

A person holding an

- advanced principal's license "AP," or a
- doctoral principal's license, "DAP,"

shall be paid an additional monthly supplement as noted on the state salary schedule for assistant principals.

E. Lump Sum Bonus for Assistant Principals

Assistant principals who were assigned to schools meeting or exceeding 1998-99 goals for the

- ABCs of Public Education Program, or
- maintaining a safe and orderly school

will receive a lump sum payment of 1% of their 1998-99 base salary as a school based administrator.

Assistant principals who were assigned to schools meeting or exceeding 1998-99 goals for both the ABCs of Public Education Program, and for maintaining a safe and orderly school will receive a lump sum payment of 2% of their 1998-99 base salary as a school based administrator.

I. Salary Determinations, Continued

F. Held Harmless School Based Administrators

Except when reassigned to a higher or lower principal classification, the state salary of a principal or assistant principal shall not be less for the 1998-99 fiscal year than it was for the 1993-94 fiscal year solely as a result of placement on the salary schedule for 1998-99.

G. Transfers in Merged Systems

The rate of state pay for a principal who is transferred to a

- principal's position, in a
- school with fewer state-allotted teachers, and
- within a school system that has been created, or will be created, by merger,

will not be reduced for one calendar year following the date of the merger.

H. Daily Rate of Pay

Daily rates for school based administrators are calculated as follows:

- Monthly salary ÷ number of work days in the month (21, 22, 23) = Daily Rate of Pay

II. Administrative Interns

A. Full-time Students

Participants in an approved full-time master's in a school administration program shall receive up to a 10-month stipend at the beginning salary of an assistant principal ($2,873 per month for the 1998-99 school year) during this internship period.

1. Certification

Certification of eligible full-time interns shall be supplied to the Department of Public Instruction by the

- Principal Fellows Program, or
- school of education where the intern participates in a full-time master's in school administration program.

Continued on next page

II. Administrative Interns, Continued

2. Budget code Full-time MSA students serving internships under this provision are to be coded to 6390-66-119.

3. Benefits Full-time MSA interns do not earn sick leave, annual leave, personal leave, holiday leave, or longevity.

B. Part-time Students During the 1998-99 fiscal year, a local school administrative unit may employ a person who is not certified as a principal in an assistant principal position if the person is:

- a part-time student in an approved master's in school administration program, and
- the employment of the person as an assistant principal is during the one-year internship under the master's program.

1. Certification Local administrative units will manage the certification process.

2. Budget code Part-time MSA students serving as assistant principals during their internship are to be coded to 6410-05-119.

✎**NOTE:** No additional months of employment are provided for these interns.

3. Benefits Part-time MSA students serving as assistant principals have benefits as described for public school employees in the *Benefits and Employment Policy Manual.*

III. ASSISTANT PRINCIPAL SALARY SCHEDULE

Years of Exp	Schedule/ Pay Level	BASE		ABC or Safe School		ABC and Safe School	
		Monthly Salary	10 Month Salary	Monthly Salary	10 Month Salary	Monthly Salary	10 Month Salary
0-4	0-1	$2,873	$28,730	$2,902	$29,020	$2,930	$29,300
5	0-2	2,983	29,830	3,013	30,130	3,043	30,430
6	0-3	3,033	30,330	3,063	30,630	3,094	30,940
7	0-4	3,085	30,850	3,116	31,160	3,147	31,470
8	0-5	3,137	31,370	3,168	31,680	3,200	32,000
9	0-6	3,190	31,900	3,222	32,220	3,254	32,540
10	0-7	3,242	32,420	3,274	32,740	3,307	33,070
11	0-8	3,296	32,960	3,329	33,290	3,362	33,620
12	0-9	3,351	33,510	3,385	33,850	3,418	34,180
13	0-10	3,409	34,090	3,443	34,430	3,477	34,770
14	0-11	3,466	34,660	3,501	35,010	3,535	35,350
15	0-12	3,525	35,250	3,560	35,600	3,596	35,960
16	0-13	3,586	35,860	3,622	36,220	3,658	36,580
17	0-14	3,646	36,460	3,682	36,820	3,719	37,190
18	0-15	3,709	37,090	3,746	37,460	3,783	37,830
19	0-16	3,773	37,730	3,811	38,110	3,848	38,480
20	0-17	3,839	38,390	3,877	38,770	3,916	39,160
21	0-18	3,907	39,070	3,946	39,460	3,985	39,850
22	0-19	3,973	39,730	4,013	40,130	4,052	40,520
23	0-20	4,042	40,420	4,082	40,820	4,123	41,230
24	0-21	4,113	41,130	4,154	41,540	4,195	41,950
25	0-22	4,184	41,840	4,226	42,260	4,268	42,680
26	0-23	4,258	42,580	4,301	43,010	4,343	43,430
27	0-24	4,333	43,330	4,376	43,760	4,420	44,200
28	0-25	4,410	44,100	4,454	44,540	4,498	44,980
29	0-26	4,487	44,870	4,532	45,320	4,577	45,770
30	0-27	4,577	45,770	4,623	46,230	4,669	46,690
31+	0-28	4,669	46,690	4,716	47,160	4,762	47,620

NOTES:

1. ADD $126 per month for an advanced principal license (AP).
2. ADD $253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. Placement on Safe Schools and ABC salary schedules are based on 1997-98 school year accomplishments.

BEST COPY AVAILABLE

IV. Principal Salary Schedules

PRINCIPAL I

0 - 10 Teachers

Combined Years of Exp	Schedule/ Pay Level	BASE		ABC or Safe School		ABC and Safe School	
		Monthly Salary	12 Month Salary	Monthly Salary	12 Month Salary	Monthly Salary	12 Month Salary
0-8	0-5	$3,137	$37,644	$3,168	$38,016	$3,200	$38,400
9	0-6	3,190	38,280	3,222	38,664	3,254	39,048
10	0-7	3,242	38,904	3,274	39,288	3,307	39,684
11	0-8	3,296	39,552	3,329	39,948	3,362	40,344
12	0-9	3,351	40,212	3,385	40,620	3,418	41,016
13	0-10	3,409	40,908	3,443	41,316	3,477	41,724
14	0-11	3,466	41,592	3,501	42,012	3,535	42,420
15	0-12	3,525	42,300	3,560	42,720	3,596	43,152
16	0-13	3,586	43,032	3,622	43,464	3,658	43,896
17	0-14	3,646	43,752	3,682	44,184	3,719	44,628
18	0-15	3,709	44,508	3,746	44,952	3,783	45,396
19	0-16	3,773	45,276	3,811	45,732	3,848	46,176
20	0-17	3,839	46,068	3,877	46,524	3,916	46,992
21	0-18	3,907	46,884	3,946	47,352	3,985	47,820
22	0-19	3,973	47,676	4,013	48,156	4,052	48,624
23	0-20	4,042	48,504	4,082	48,984	4,123	49,476
24	0-21	4,113	49,356	4,154	49,848	4,195	50,340
25	0-22	4,184	50,208	4,226	50,712	4,268	51,216
26	0-23	4,258	51,096	4,301	51,612	4,343	52,116
27	0-24	4,333	51,996	4,376	52,512	4,420	53,040
28	0-25	4,410	52,920	4,454	53,448	4,498	53,976
29	0-26	4,487	53,844	4,532	54,384	4,577	54,924
30	0-27	4,577	54,924	4,623	55,476	4,669	56,028
31	0-28	4,669	56,028	4,716	56,592	4,762	57,144
32+	0-29	4,762	57,144	4,810	57,720	4,857	58,284

NOTES:

1. ADD $126 per month for an advanced principal license (AP).
2. ADD $253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. Placement on Safe Schools and ABC salary schedules are based on 1997-98 school year accomplishments.

IV. Principal Salary Schedules, Continued

PRINCIPAL II

11 - 21 Teachers

Combined Years of Exp	Schedule/ Pay Level	BASE		ABC or Safe School		ABC and Safe School	
		Monthly Salary	12 Month Salary	Monthly Salary	12 Month Salary	Monthly Salary	12 Month Salary
0-10	0-8	$3,296	$39,552	$3,329	$39,948	$3,362	$40,344
11	0-9	3,351	40,212	3,385	40,620	3,418	41,016
12	0-10	3,409	40,908	3,443	41,316	3,477	41,724
13	0-11	3,466	41,592	3,501	42,012	3,535	42,420
14	0-12	3,525	42,300	3,560	42,720	3,596	43,152
15	0-13	3,586	43,032	3,622	43,464	3,658	43,896
16	0-14	3,646	43,752	3,682	44,184	3,719	44,628
17	0-15	3,709	44,508	3,746	44,952	3,783	45,396
18	0-16	3,773	45,276	3,811	45,732	3,848	46,176
19	0-17	3,839	46,068	3,877	46,524	3,916	46,992
20	0-18	3,907	46,884	3,946	47,352	3,985	47,820
21	0-19	3,973	47,676	4,013	48,156	4,052	48,624
22	0-20	4,042	48,504	4,082	48,984	4,123	49,476
23	0-21	4,113	49,356	4,154	49,848	4,195	50,340
24	0-22	4,184	50,208	4,226	50,712	4,268	51,216
25	0-23	4,258	51,096	4,301	51,612	4,343	52,116
26	0-24	4,333	51,996	4,376	52,512	4,420	53,040
27	0-25	4,410	52,920	4,454	53,448	4,498	53,976
28	0-26	4,487	53,844	4,532	54,384	4,577	54,924
29	0-27	4,577	54,924	4,623	55,476	4,669	56,028
30	0-28	4,669	56,028	4,716	56,592	4,762	57,144
31	0-29	4,762	57,144	4,810	57,720	4,857	58,284
32	0-30	4,857	58,284	4,906	58,872	4,954	59,448
33	0-31	4,954	59,448	5,004	60,048	5,053	60,636
34+	0-32	5,053	60,636	5,104	61,248	5,154	61,848

NOTES:

1. ADD $126 per month for an advanced principal license (AP).
2. ADD $253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. Placement on Safe Schools and ABC salary schedules are based on 1997-98 school year accomplishments.

BEST COPY AVAILABLE

IV. Principal Salary Schedules, Continued

PRINCIPAL III

22 - 32 Teachers

Combined Years of Exp	Schedule/ Pay Level	BASE		ABC or Safe School		ABC and Safe School	
		Monthly Salary	12 Month Salary	Monthly Salary	12 Month Salary	Monthly Salary	12 Month Salary
0-12	0-11	$3,466	$41,592	$3,501	$42,012	$3,535	$42,420
13	0-12	3,525	42,300	3,560	42,720	3,596	43,152
14	0-13	3,586	43,032	3,622	43,464	3,658	43,896
15	0-14	3,646	43,752	3,682	44,184	3,719	44,628
16	0-15	3,709	44,508	3,746	44,952	3,783	45,396
17	0-16	3,773	45,276	3,811	45,732	3,848	46,176
18	0-17	3,839	46,068	3,877	46,524	3,916	46,992
19	0-18	3,907	46,884	3,946	47,352	3,985	47,820
20	0-19	3,973	47,676	4,013	48,156	4,052	48,624
21	0-20	4,042	48,504	4,082	48,984	4,123	49,476
22	0-21	4,113	49,356	4,154	49,848	4,195	50,340
23	0-22	4,184	50,208	4,226	50,712	4,268	51,216
24	0-23	4,258	51,096	4,301	51,612	4,343	52,116
25	0-24	4,333	51,996	4,376	52,512	4,420	53,040
26	0-25	4,410	52,920	4,454	53,448	4,498	53,976
27	0-26	4,487	53,844	4,532	54,384	4,577	54,924
28	0-27	4,577	54,924	4,623	55,476	4,669	56,028
29	0-28	4,669	56,028	4,716	56,592	4,762	57,144
30	0-29	4,762	57,144	4,810	57,720	4,857	58,284
31	0-30	4,857	58,284	4,906	58,872	4,954	59,448
32	0-31	4,954	59,448	5,004	60,048	5,053	60,636
33	0-32	5,053	60,636	5,104	61,248	5,154	61,848
34	0-33	5,154	61,848	5,206	62,472	5,257	63,084
35	0-34	5,257	63,084	5,310	63,720	5,362	64,344
36+	0-35	5,362	64,344	5,416	64,992	5,469	65,628

NOTES:

1. ADD $126 per month for an advanced principal license (AP).
2. ADD $253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. Placement on Safe Schools and ABC salary schedules are based on 1997-98 school year accomplishments.

IV. Principal Salary Schedules, Continued

PRINCIPAL IV

33 - 43 Teachers

Combined Years of Exp	Schedule/ Pay Level	BASE		ABC or Safe School		ABC and Safe School	
		Monthly Salary	12 Month Salary	Monthly Salary	12 Month Salary	Monthly Salary	12 Month Salary
0-13	0-13	$3,586	$43,032	$3,622	$43,464	$3,658	$43,896
14	0-14	3,646	$43,752	3,682	44,184	3,719	44,628
15	0-15	3,709	$44,508	3,746	44,952	3,783	45,396
16	0-16	3,773	$45,276	3,811	45,732	3,848	46,176
17	0-17	3,839	$46,068	3,877	46,524	3,916	46,992
18	0-18	3,907	$46,884	3,946	47,352	3,985	47,820
19	0-19	3,973	$47,676	4,013	48,156	4,052	48,624
20	0-20	4,042	$48,504	4,082	48,984	4,123	49,476
21	0-21	4,113	$49,356	4,154	49,848	4,195	50,340
22	0-22	4,184	$50,208	4,226	50,712	4,268	51,216
23	0-23	4,258	$51,096	4,301	51,612	4,343	52,116
24	0-24	4,333	$51,996	4,376	52,512	4,420	53,040
25	0-25	4,410	$52,920	4,454	53,448	4,498	53,976
26	0-26	4,487	$53,844	4,532	54,384	4,577	54,924
27	0-27	4,577	$54,924	4,623	55,476	4,669	56,028
28	0-28	4,669	$56,028	4,716	56,592	4,762	57,144
29	0-29	4,762	$57,144	4,810	57,720	4,857	58,284
30	0-30	4,857	$58,284	4,906	58,872	4,954	59,448
31	0-31	4,954	$59,448	5,004	60,048	5,053	60,636
32	0-32	5,053	$60,636	5,104	61,248	5,154	61,848
33	0-33	5,154	$61,848	5,206	62,472	5,257	63,084
34	0-34	5,257	$63,084	5,310	63,720	5,362	64,344
35	0-35	5,362	$64,344	5,416	64,992	5,469	65,628
36	0-36	5,469	$65,628	5,524	66,288	5,578	66,936
37+	0-37	5,578	$66,936	5,634	67,608	5,690	68,280

NOTES:

1. ADD $126 per month for an advanced principal license (AP).
2. ADD $253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. Placement on Safe Schools and ABC salary schedules are based on 1997-98 school year accomplishments.

IV. Principal Salary Schedules, Continued

PRINCIPAL V

44 - 54 Teachers

Combined Years of Exp	Schedule/ Pay Level	BASE		ABC or Safe School		ABC and Safe School	
		Monthly Salary	12 Month Salary	Monthly Salary	12 Month Salary	Monthly Salary	12 Month Salary
0-14	0-15	$3,709	$44,508	$3,746	$44,952	$3,783	$45,396
15	0-16	3,773	45,276	3,811	45,732	3,848	46,176
16	0-17	3,839	46,068	3,877	46,524	3,916	46,992
17	0-18	3,907	46,884	3,946	47,352	3,985	47,820
18	0-19	3,973	47,676	4,013	48,156	4,052	48,624
19	0-20	4,042	48,504	4,082	48,984	4,123	49,476
20	0-21	4,113	49,356	4,154	49,848	4,195	50,340
21	0-22	4,184	50,208	4,226	50,712	4,268	51,216
22	0-23	4,258	51,096	4,301	51,612	4,343	52,116
23	0-24	4,333	51,996	4,376	52,512	4,420	53,040
24	0-25	4,410	52,920	4,454	53,448	4,498	53,976
25	0-26	4,487	53,844	4,532	54,384	4,577	54,924
26	0-27	4,577	54,924	4,623	55,476	4,669	56,028
27	0-28	4,669	56,028	4,716	56,592	4,762	57,144
28	0-29	4,762	57,144	4,810	57,720	4,857	58,284
29	0-30	4,857	58,284	4,906	58,872	4,954	59,448
30	0-31	4,954	59,448	5,004	60,048	5,053	60,636
31	0-32	5,053	60,636	5,104	61,248	5,154	61,848
32	0-33	5,154	61,848	5,206	62,472	5,257	63,084
33	0-34	5,257	63,084	5,310	63,720	5,362	64,344
34	0-35	5,362	64,344	5,416	64,992	5,469	65,628
35	0-36	5,469	65,628	5,524	66,288	5,578	66,936
36	0-37	5,578	66,936	5,634	67,608	5,690	68,280
37	0-38	5,689	68,268	5,746	68,952	5,803	69,636
38+	0-39	5,803	69,636	5,861	70,332	5,919	71,028

NOTES:

1. ADD $126 per month for an advanced principal license (AP).
2. ADD $253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. Placement on Safe Schools and ABC salary schedules are based on 1997-98 school year accomplishments.

IV. Principal Salary Schedules, Continued

PRINCIPAL VI

55 - 65 Teachers

Combined Years of Exp	Schedule/ Pay Level	BASE		ABC or Safe School		ABC and Safe School	
		Monthly Salary	12 Month Salary	Monthly Salary	12 Month Salary	Monthly Salary	12 Month Salary
0-16	0-18	$3,907	$46,884	$3,946	$47,352	$3,985	$47,820
17	0-19	3,973	47,676	4,013	48,156	4,052	48,624
18	0-20	4,042	48,504	4,082	48,984	4,123	49,476
19	0-21	4,113	49,356	4,154	49,848	4,195	50,340
20	0-22	4,184	50,208	4,226	50,712	4,268	51,216
21	0-23	4,258	51,096	4,301	51,612	4,343	52,116
22	0-24	4,333	51,996	4,376	52,512	4,420	53,040
23	0-25	4,410	52,920	4,454	53,448	4,498	53,976
24	0-26	4,487	53,844	4,532	54,384	4,577	54,924
25	0-27	4,577	54,924	4,623	55,476	4,669	56,028
26	0-28	4,669	56,028	4,716	56,592	4,762	57,144
27	0-29	4,762	57,144	4,810	57,720	4,857	58,284
28	0-30	4,857	58,284	4,906	58,872	4,954	59,448
29	0-31	4,954	59,448	5,004	60,048	5,053	60,636
30	0-32	5,053	60,636	5,104	61,248	5,154	61,848
31	0-33	5,154	61,848	5,206	62,472	5,257	63,084
32	0-34	5,257	63,084	5,310	63,720	5,362	64,344
33	0-35	5,362	64,344	5,416	64,992	5,469	65,628
34	0-36	5,469	65,628	5,524	66,288	5,578	66,936
35	0-37	5,578	66,936	5,634	67,608	5,690	68,280
36	0-38	5,689	68,268	5,746	68,952	5,803	69,636
37	0-39	5,803	69,636	5,861	70,332	5,919	71,028
38	0-40	5,920	71,040	5,979	71,748	6,038	72,456
39	0-41	6,038	72,456	6,098	73,176	6,159	73,908
40+	0-42	6,159	73,908	6,221	74,652	6,282	75,384

NOTES:

1. ADD $126 per month for an advanced principal license (AP).
2. ADD $253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. Placement on Safe Schools and ABC salary schedules are based on 1997-98 school year accomplishments.

IV. Principal Salary Schedules, Continued

PRINCIPAL VII

66 - 100 Teachers

Combined Years of Exp	Schedule/ Pay Level	BASE		ABC or Safe School		ABC and Safe School	
		Monthly Salary	12 Month Salary	Monthly Salary	12 Month Salary	Monthly Salary	12 Month Salary
0-17	0-21	$4,113	$49,356	$4,154	$49,848	$4,195	$50,340
18	0-22	4,184	50,208	4,226	$50,712	4,268	51,216
19	0-23	4,258	51,096	4,301	$51,612	4,343	52,116
20	0-24	4,333	51,996	4,376	$52,512	4,420	53,040
21	0-25	4,410	52,920	4,454	$53,448	4,498	53,976
22	0-26	4,487	53,844	4,532	$54,384	4,577	54,924
23	0-27	4,577	54,924	4,623	$55,476	4,669	56,028
24	0-28	4,669	56,028	4,716	$56,592	4,762	57,144
25	0-29	4,762	57,144	4,810	$57,720	4,857	58,284
26	0-30	4,857	58,284	4,906	$58,872	4,954	59,448
27	0-31	4,954	59,448	5,004	$60,048	5,053	60,636
28	0-32	5,053	60,636	5,104	$61,248	5,154	61,848
29	0-33	5,154	61,848	5,206	$62,472	5,257	63,084
30	0-34	5,257	63,084	5,310	$63,720	5,362	64,344
31	0-35	5,362	64,344	5,416	$64,992	5,469	65,628
32	0-36	5,469	65,628	5,524	$66,288	5,578	66,936
33	0-37	5,578	66,936	5,634	$67,608	5,690	68,280
34	0-38	5,689	68,268	5,746	$68,952	5,803	69,636
35	0-39	5,803	69,636	5,861	$70,332	5,919	71,028
36	0-40	5,920	71,040	5,979	$71,748	6,038	72,456
37	0-41	6,038	72,456	6,098	$73,176	6,159	73,908
38	0-42	6,159	73,908	6,221	$74,652	6,282	75,384
39	0-43	6,282	75,384	6,345	$76,140	6,408	76,896
40	0-44	6,407	76,884	6,471	$77,652	6,535	78,420
41+	0-45	6,536	78,432	6,601	$79,212	6,667	80,004

NOTES:

1. ADD $126 per month for an advanced principal license (AP).
2. ADD $253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. Placement on Safe Schools and ABC salary schedules are based on 1997-98 school year accomplishments.

IV. Principal Salary Schedules, Continued

PRINCIPAL VIII

101+ Teachers

Combined Years of Exp	Schedule/ Pay Level	BASE		ABC or Safe School		ABC and Safe School	
		Monthly Salary	12 Month Salary	Monthly Salary	12 Month Salary	Monthly Salary	12 Month Salary
0-18	0-23	$4,258	$51,096	$4,301	$51,612	$4,343	$52,116
19	0-24	4,333	51,996	4,376	52,512	4,420	53,040
20	0-25	4,410	52,920	4,454	53,448	4,498	53,976
21	0-26	4,487	53,844	4,532	54,384	4,577	54,924
22	0-27	4,577	54,924	4,623	55,476	4,669	56,028
23	0-28	4,669	56,028	4,716	56,592	4,762	57,144
24	0-29	4,762	57,144	4,810	57,720	4,857	58,284
25	0-30	4,857	58,284	4,906	58,872	4,954	59,448
26	0-31	4,954	59,448	5,004	60,048	5,053	60,636
27	0-32	5,053	60,636	5,104	61,248	5,154	61,848
28	0-33	5,154	61,848	5,206	62,472	5,257	63,084
29	0-34	5,257	63,084	5,310	63,720	5,362	64,344
30	0-35	5,362	64,344	5,416	64,992	5,469	65,628
31	0-36	5,469	65,628	5,524	66,288	5,578	66,936
32	0-37	5,578	66,936	5,634	67,608	5,690	68,280
33	0-38	5,689	68,268	5,746	68,952	5,803	69,636
34	0-39	5,803	69,636	5,861	70,332	5,919	71,028
35	0-40	5,920	71,040	5,979	71,748	6,038	72,456
36	0-41	6,038	72,456	6,098	73,176	6,159	73,908
37	0-42	6,159	73,908	6,221	74,652	6,282	75,384
38	0-43	6,282	75,384	6,345	76,140	6,408	76,896
39	0-44	6,407	76,884	6,471	77,652	6,535	78,420
40	0-45	6,536	78,432	6,601	79,212	6,667	80,004
41+	0-46	6,667	80,004	6,734	80,808	6,800	81,600

NOTES:

1. ADD $126 per month for an advanced principal license (AP).
2. ADD $253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. Placement on Safe Schools and ABC salary schedules are based on 1997-98 school year accomplishments.

BEST COPY AVAILABLE

V. Principal and Assistant Principal Salary Schedule Summary

Base Salary Schedule. No ABC or Safe School Incentives

	Classification								
	1	1	2	3	4	5	6	7	8
Yrs of Exp	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	$2,873								
5	$2,983								
6	$3,033								
7	$3,085								
8	$3,137	$3,137							
9	$3,190	$3,190							
10	$3,242	$3,242	$3,296						
11	$3,296	$3,296	$3,351						
12	$3,351	$3,351	$3,409	$3,466					
13	$3,409	$3,409	$3,466	$3,525	$3,586				
14	$3,466	$3,466	$3,525	$3,586	$3,646	$3,709			
15	$3,525	$3,525	$3,586	$3,646	$3,709	$3,773			
16	$3,586	$3,586	$3,646	$3,709	$3,773	$3,839	$3,907		
17	$3,646	$3,646	$3,709	$3,773	$3,839	$3,907	$3,973	$4,113	
18	$3,709	$3,709	$3,773	$3,839	$3,907	$3,973	$4,042	$4,184	$4,258
19	$3,773	$3,773	$3,839	$3,907	$3,973	$4,042	$4,113	$4,258	$4,333
20	$3,839	$3,839	$3,907	$3,973	$4,042	$4,113	$4,184	$4,333	$4,410
21	$3,907	$3,907	$3,973	$4,042	$4,113	$4,184	$4,258	$4,410	$4,487
22	$3,973	$3,973	$4,042	$4,113	$4,184	$4,258	$4,333	$4,487	$4,577
23	$4,042	$4,042	$4,113	$4,184	$4,258	$4,333	$4,410	$4,577	$4,669
24	$4,113	$4,113	$4,184	$4,258	$4,333	$4,410	$4,487	$4,669	$4,762
25	$4,184	$4,184	$4,258	$4,333	$4,410	$4,487	$4,577	$4,762	$4,857
26	$4,258	$4,258	$4,333	$4,410	$4,487	$4,577	$4,669	$4,857	$4,954
27	$4,333	$4,333	$4,410	$4,487	$4,577	$4,669	$4,762	$4,954	$5,053
28	$4,410	$4,410	$4,487	$4,577	$4,669	$4,762	$4,857	$5,053	$5,154
29	$4,487	$4,487	$4,577	$4,669	$4,762	$4,857	$4,954	$5,154	$5,257
30	$4,577	$4,577	$4,669	$4,762	$4,857	$4,954	$5,053	$5,257	$5,362
31	$4,669	$4,669	$4,762	$4,857	$4,954	$5,053	$5,154	$5,362	$5,469
32		$4,762	$4,857	$4,954	$5,053	$5,154	$5,257	$5,469	$5,578
33			$4,954	$5,053	$5,154	$5,257	$5,362	$5,578	$5,689
34			$5,053	$5,154	$5,257	$5,362	$5,469	$5,689	$5,803
35				$5,257	$5,362	$5,469	$5,578	$5,803	$5,920
36				$5,362	$5,469	$5,578	$5,689	$5,920	$6,038
37					$5,578	$5,689	$5,803	$6,038	$6,159
38						$5,803	$5,920	$6,159	$6,282
39							$6,038	$6,282	$6,407
40							$6,159	$6,407	$6,536
41								$6,536	$6,667

Notes:

1. ADD $126 per month for an advanced principal license (AP).
2. ADD $253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. Placement on Safe Schools and ABC salary schedules are based on 1997-98 school year accomplishments.

V. Principal and Assistant Principal Salary Schedule Summary, Continued

Base+1% Salary Schedule. Met Either ABC or Safe School Incentives

	Classification								
	1	1	2	3	4	5	6	7	8
Yrs of Exp	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	$2,902								
5	$3,013								
6	$3,063								
7	$3,116								
8	$3,168	$3,168							
9	$3,222	$3,222							
10	$3,274	$3,274	$3,329						
11	$3,329	$3,329	$3,385						
12	$3,385	$3,385	$3,443	$3,501					
13	$3,443	$3,443	$3,501	$3,560	$3,622				
14	$3,501	$3,501	$3,560	$3,622	$3,682	$3,746			
15	$3,560	$3,560	$3,622	$3,682	$3,746	$3,811			
16	$3,622	$3,622	$3,682	$3,746	$3,811	$3,877	$3,946		
17	$3,682	$3,682	$3,746	$3,811	$3,877	$3,946	$4,013	$4,154	
18	$3,746	$3,746	$3,811	$3,877	$3,946	$4,013	$4,082	$4,226	$4,301
19	$3,811	$3,811	$3,877	$3,946	$4,013	$4,082	$4,154	$4,301	$4,376
20	$3,877	$3,877	$3,946	$4,013	$4,082	$4,154	$4,226	$4,376	$4,454
21	$3,946	$3,946	$4,013	$4,082	$4,154	$4,226	$4,301	$4,454	$4,532
22	$4,013	$4,013	$4,082	$4,154	$4,226	$4,301	$4,376	$4,532	$4,623
23	$4,082	$4,082	$4,154	$4,226	$4,301	$4,376	$4,454	$4,623	$4,716
24	$4,154	$4,154	$4,226	$4,301	$4,376	$4,454	$4,532	$4,716	$4,810
25	$4,226	$4,226	$4,301	$4,376	$4,454	$4,532	$4,623	$4,810	$4,906
26	$4,301	$4,301	$4,376	$4,454	$4,532	$4,623	$4,716	$4,906	$5,004
27	$4,376	$4,376	$4,454	$4,532	$4,623	$4,716	$4,810	$5,004	$5,104
28	$4,454	$4,454	$4,532	$4,623	$4,716	$4,810	$4,906	$5,104	$5,206
29	$4,532	$4,532	$4,623	$4,716	$4,810	$4,906	$5,004	$5,206	$5,310
30	$4,623	$4,623	$4,716	$4,810	$4,906	$5,004	$5,104	$5,310	$5,416
31	$4,716	$4,716	$4,810	$4,906	$5,004	$5,104	$5,206	$5,416	$5,524
32		$4,810	$4,906	$5,004	$5,104	$5,206	$5,310	$5,524	$5,634
33			$5,004	$5,104	$5,206	$5,310	$5,416	$5,634	$5,746
34			$5,104	$5,206	$5,310	$5,416	$5,524	$5,746	$5,861
35				$5,310	$5,416	$5,524	$5,634	$5,861	$5,979
36				$5,416	$5,524	$5,634	$5,746	$5,979	$6,098
37					$5,634	$5,746	$5,861	$6,098	$6,221
38						$5,861	$5,979	$6,221	$6,345
39							$6,098	$6,345	$6,471
40							$6,221	$6,471	$6,601
41								$6,601	$6,734

Notes:

1. ADD $126 per month for an advanced principal license (AP).
2. ADD $253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. Placement on Safe Schools and ABC salary schedules are based on 1997-98 school year accomplishments.

BEST COPY AVAILABLE

V. Principal and Assistant Principal Salary Schedule Summary, Continued

Base+2% Salary Schedule. Met Both ABC and Safe School Incentives

	Classification								
	1	1	2	3	4	5	6	7	8
Yrs of Exp	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	$2,930								
5	$3,043								
6	$3,094								
7	$3,147								
8	$3,200	$3,200							
9	$3,254	$3,254							
10	$3,307	$3,307	$3,362						
11	$3,362	$3,362	$3,418						
12	$3,418	$3,418	$3,477	$3,535					
13	$3,477	$3,477	$3,535	$3,596	$3,658				
14	$3,535	$3,535	$3,596	$3,658	$3,719	$3,783			
15	$3,596	$3,596	$3,658	$3,719	$3,783	$3,848			
16	$3,658	$3,658	$3,719	$3,783	$3,848	$3,916	$3,985		
17	$3,719	$3,719	$3,783	$3,848	$3,916	$3,985	$4,052	$4,195	
18	$3,783	$3,783	$3,848	$3,916	$3,985	$4,052	$4,123	$4,268	$4,343
19	$3,848	$3,848	$3,916	$3,985	$4,052	$4,123	$4,195	$4,343	$4,420
20	$3,916	$3,916	$3,985	$4,052	$4,123	$4,195	$4,268	$4,420	$4,498
21	$3,985	$3,985	$4,052	$4,123	$4,195	$4,268	$4,343	$4,498	$4,577
22	$4,052	$4,052	$4,123	$4,195	$4,268	$4,343	$4,420	$4,577	$4,669
23	$4,123	$4,123	$4,195	$4,268	$4,343	$4,420	$4,498	$4,669	$4,762
24	$4,195	$4,195	$4,268	$4,343	$4,420	$4,498	$4,577	$4,762	$4,857
25	$4,268	$4,268	$4,343	$4,420	$4,498	$4,577	$4,669	$4,857	$4,954
26	$4,343	$4,343	$4,420	$4,498	$4,577	$4,669	$4,762	$4,954	$5,053
27	$4,420	$4,420	$4,498	$4,577	$4,669	$4,762	$4,857	$5,053	$5,154
28	$4,498	$4,498	$4,577	$4,669	$4,762	$4,857	$4,954	$5,154	$5,257
29	$4,577	$4,577	$4,669	$4,762	$4,857	$4,954	$5,053	$5,257	$5,362
30	$4,669	$4,669	$4,762	$4,857	$4,954	$5,053	$5,154	$5,362	$5,469
31	$4,762	$4,762	$4,857	$4,954	$5,053	$5,154	$5,257	$5,469	$5,578
32		$4,857	$4,954	$5,053	$5,154	$5,257	$5,362	$5,578	$5,690
33			$5,053	$5,154	$5,257	$5,362	$5,469	$5,690	$5,803
34			$5,154	$5,257	$5,362	$5,469	$5,578	$5,803	$5,919
35				$5,362	$5,469	$5,578	$5,690	$5,919	$6,038
36				$5,469	$5,578	$5,690	$5,803	$6,038	$6,159
37					$5,690	$5,803	$5,919	$6,159	$6,282
38						$5,919	$6,038	$6,282	$6,408
39							$6,159	$6,408	$6,535
40							$6,282	$6,535	$6,667
41								$6,667	$6,800

Notes:

1. ADD $126 per month for an advanced principal license (AP).
2. ADD $253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. Placement on Safe Schools and ABC salary schedules are based on 1997-98 school year accomplishments.

VI. DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base (Without 1997-98 ABC or 1997-98 School Safety Goals)

SCHED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-1	$2,873	$143.65	$136.81	$130.59	$124.91	$149.95	$142.81	$136.32	$130.39	$156.30	$148.86	$142.09	$135.91
0-2	$2,983	$149.15	$142.05	$135.59	$129.70	$155.45	$148.05	$141.32	$135.17	$161.80	$154.10	$147.09	$140.70
0-3	$3,033	$151.65	$144.43	$137.86	$131.87	$157.95	$150.43	$143.59	$137.35	$164.30	$156.48	$149.36	$142.87
0-4	$3,085	$154.25	$146.90	$140.23	$134.13	$160.55	$152.90	$145.95	$139.61	$166.90	$158.95	$151.73	$145.13
0-5	$3,137	$156.85	$149.38	$142.59	$136.39	$163.15	$155.38	$148.32	$141.87	$169.50	$161.43	$154.09	$147.39
0-6	$3,190	$159.50	$151.90	$145.00	$138.70	$165.80	$157.90	$150.73	$144.17	$172.15	$163.95	$156.50	$149.70
0-7	$3,242	$162.10	$154.38	$147.36	$140.96	$168.40	$160.38	$153.09	$146.43	$174.75	$166.43	$158.86	$151.96
0-8	$3,296	$164.80	$156.95	$149.82	$143.30	$171.10	$162.95	$155.55	$148.78	$177.45	$169.00	$161.32	$154.30
0-9	$3,351	$167.55	$159.57	$152.32	$145.70	$173.85	$165.57	$158.05	$151.17	$180.20	$171.62	$163.82	$156.70
0-10	$3,409	$170.45	$162.33	$154.95	$148.22	$176.75	$168.33	$160.68	$153.70	$183.10	$174.38	$166.45	$159.22
0-11	$3,466	$173.30	$165.05	$157.55	$150.70	$179.60	$171.05	$163.27	$156.17	$185.95	$177.10	$169.05	$161.70
0-12	$3,525	$176.25	$167.86	$160.23	$153.26	$182.55	$173.86	$165.95	$158.74	$188.90	$179.90	$171.73	$164.26
0-13	$3,586	$179.30	$170.76	$163.00	$155.91	$185.60	$176.76	$168.73	$161.39	$191.95	$182.81	$174.50	$166.91
0-14	$3,646	$182.30	$173.62	$165.73	$158.52	$188.60	$179.62	$171.45	$164.00	$194.95	$185.67	$177.23	$169.52
0-15	$3,709	$185.45	$176.62	$168.59	$161.26	$191.75	$182.62	$174.32	$166.74	$198.10	$188.67	$180.09	$172.26
0-16	$3,773	$188.65	$179.67	$171.50	$164.04	$194.95	$185.67	$177.23	$169.52	$201.30	$191.71	$183.00	$175.04
0-17	$3,839	$191.95	$182.81	$174.50	$166.91	$198.25	$188.81	$180.23	$172.39	$204.60	$194.86	$186.00	$177.91
0-18	$3,907	$195.35	$186.05	$177.59	$169.87	$201.65	$192.05	$183.32	$175.35	$208.00	$198.10	$189.09	$180.87
0-19	$3,973	$198.65	$189.19	$180.59	$172.74	$204.95	$195.19	$186.32	$178.22	$211.30	$201.24	$192.09	$183.74
0-20	$4,042	$202.10	$192.48	$183.73	$175.74	$208.40	$198.48	$189.45	$181.22	$214.75	$204.52	$195.23	$186.74
0-21	$4,113	$205.65	$195.86	$186.95	$178.83	$211.95	$201.86	$192.68	$184.30	$218.30	$207.90	$198.45	$189.83
0-22	$4,184	$209.20	$199.24	$190.18	$181.91	$215.50	$205.24	$195.91	$187.39	$221.85	$211.29	$201.68	$192.91
0-23	$4,258	$212.90	$202.76	$193.55	$185.13	$219.20	$208.76	$199.27	$190.61	$225.55	$214.81	$205.05	$196.13

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VI. DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base (Without 1997-98 ABC or 1997-98 School Safety Goals), Continued

SCHED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-24	$4,333	$216.65	$206.33	$196.95	$188.39	$222.95	$212.33	$202.68	$193.87	$229.30	$218.38	$208.45	$199.39
0-25	$4,410	$220.50	$210.00	$200.45	$191.74	$226.80	$216.00	$206.18	$197.22	$233.15	$222.05	$211.95	$202.74
0-26	$4,487	$224.35	$213.67	$203.95	$195.09	$230.65	$219.67	$209.68	$200.57	$237.00	$225.71	$215.45	$206.09
0-27	$4,577	$228.85	$217.95	$208.05	$199.00	$235.15	$223.95	$213.77	$204.48	$241.50	$230.00	$219.55	$210.00
0-28	$4,669	$233.45	$222.33	$212.23	$203.00	$239.75	$228.33	$217.95	$208.48	$246.10	$234.38	$223.73	$214.00
0-29	$4,762	$238.10	$226.76	$216.45	$207.04	$244.40	$232.76	$222.18	$212.52	$250.75	$238.81	$227.95	$218.04
0-30	$4,857	$242.85	$231.29	$220.77	$211.17	$249.15	$237.29	$226.50	$216.65	$255.50	$243.33	$232.27	$222.17
0-31	$4,954	$247.70	$235.90	$225.18	$215.39	$254.00	$241.90	$230.91	$220.87	$260.35	$247.95	$236.68	$226.39
0-32	$5,053	$252.65	$240.62	$229.68	$219.70	$258.95	$246.62	$235.41	$225.17	$265.30	$252.67	$241.18	$230.70
0-33	$5,154	$257.70	$245.43	$234.27	$224.09	$264.00	$251.43	$240.00	$229.57	$270.35	$257.48	$245.77	$235.09
0-34	$5,257	$262.85	$250.33	$238.95	$228.57	$269.15	$256.33	$244.68	$234.04	$275.50	$262.38	$250.45	$239.57
0-35	$5,362	$268.10	$255.33	$243.73	$233.13	$274.40	$261.33	$249.45	$238.61	$280.75	$267.38	$255.23	$244.13
0-36	$5,469	$273.45	$260.43	$248.59	$237.78	$279.75	$266.43	$254.32	$243.26	$286.10	$272.48	$260.09	$248.78
0-37	$5,578	$278.90	$265.62	$253.55	$242.52	$285.20	$271.62	$259.27	$248.00	$291.55	$277.67	$265.05	$253.52
0-38	$5,689	$284.45	$270.90	$258.59	$247.35	$290.75	$276.90	$264.32	$252.83	$297.10	$282.95	$270.09	$258.35
0-39	$5,803	$290.15	$276.33	$263.77	$252.30	$296.45	$282.33	$269.50	$257.78	$302.80	$288.38	$275.27	$263.30
0-40	$5,920	$296.00	$281.90	$269.09	$257.39	$302.30	$287.90	$274.82	$262.87	$308.65	$293.95	$280.59	$268.39
0-41	$6,038	$301.90	$287.52	$274.45	$262.52	$308.20	$293.52	$280.18	$268.00	$314.55	$299.57	$285.95	$273.52
0-42	$6,159	$307.95	$293.29	$279.95	$267.78	$314.25	$299.29	$285.68	$273.26	$320.60	$305.33	$291.45	$278.78
0-43	$6,282	$314.10	$299.14	$285.55	$273.13	$320.40	$305.14	$291.27	$278.61	$326.75	$311.19	$297.05	$284.13
0-44	$6,407	$320.35	$305.10	$291.23	$278.57	$326.65	$311.10	$296.95	$284.04	$333.00	$317.14	$302.73	$289.57
0-45	$6,536	$326.80	$311.24	$297.09	$284.17	$333.10	$317.24	$302.82	$289.65	$339.45	$323.29	$308.59	$295.17
0-46	$6,667	$333.35	$317.48	$303.05	$289.87	$339.65	$323.48	$308.77	$295.35	$346.00	$329.52	$314.55	$300.87

VI. DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 1% (Either 1997-98 ABC or 1997-98 School Safety Goals Met)

SCHED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-1	$2,902	$145.10	$138.19	$131.91	$126.17	$151.40	$144.19	$137.64	$131.65	$157.75	$150.24	$143.41	$137.17
0-2	$3,013	$150.65	$143.48	$136.95	$131.00	$156.95	$149.48	$142.68	$136.48	$163.30	$155.52	$148.45	$142.00
0-3	$3,063	$153.15	$145.86	$139.23	$133.17	$159.45	$151.86	$144.95	$138.65	$165.80	$157.90	$150.73	$144.17
0-4	$3,116	$155.80	$148.38	$141.64	$135.48	$162.10	$154.38	$147.36	$140.96	$168.45	$160.43	$153.14	$146.48
0-5	$3,168	$158.40	$150.86	$144.00	$137.74	$164.70	$156.86	$149.73	$143.22	$171.05	$162.90	$155.50	$148.74
0-6	$3,222	$161.10	$153.43	$146.45	$140.09	$167.40	$159.43	$152.18	$145.57	$173.75	$165.48	$157.95	$151.09
0-7	$3,274	$163.70	$155.90	$148.82	$142.35	$170.00	$161.90	$154.55	$147.83	$176.35	$167.95	$160.32	$153.35
0-8	$3,329	$166.45	$158.52	$151.32	$144.74	$172.75	$164.52	$157.05	$150.22	$179.10	$170.57	$162.82	$155.74
0-9	$3,385	$169.25	$161.19	$153.86	$147.17	$175.55	$167.19	$159.59	$152.65	$181.90	$173.24	$165.36	$158.17
0-10	$3,443	$172.15	$163.95	$156.50	$149.70	$178.45	$169.95	$162.23	$155.17	$184.80	$176.00	$168.00	$160.70
0-11	$3,501	$175.05	$166.71	$159.14	$152.22	$181.35	$172.71	$164.86	$157.70	$187.70	$178.76	$170.64	$163.22
0-12	$3,560	$178.00	$169.52	$161.82	$154.78	$184.30	$175.52	$167.55	$160.26	$190.65	$181.57	$173.32	$165.78
0-13	$3,622	$181.10	$172.48	$164.64	$157.48	$187.40	$178.48	$170.36	$162.96	$193.75	$184.52	$176.14	$168.48
0-14	$3,682	$184.10	$175.33	$167.36	$160.09	$190.40	$181.33	$173.09	$165.57	$196.75	$187.38	$178.86	$171.09
0-15	$3,746	$187.30	$178.38	$170.27	$162.87	$193.60	$184.38	$176.00	$168.35	$199.95	$190.43	$181.77	$173.87
0-16	$3,811	$190.55	$181.48	$173.23	$165.70	$196.85	$187.48	$178.95	$171.17	$203.20	$193.52	$184.73	$176.70
0-17	$3,877	$193.85	$184.62	$176.23	$168.57	$200.15	$190.62	$181.95	$174.04	$206.50	$196.67	$187.73	$179.57
0-18	$3,946	$197.30	$187.90	$179.36	$171.57	$203.60	$193.90	$185.09	$177.04	$209.95	$199.95	$190.86	$182.57
0-19	$4,013	$200.65	$191.10	$182.41	$174.48	$206.95	$197.10	$188.14	$179.96	$213.30	$203.14	$193.91	$185.48
0-20	$4,082	$204.10	$194.38	$185.55	$177.48	$210.40	$200.38	$191.27	$182.96	$216.75	$206.43	$197.05	$188.48
0-21	$4,154	$207.70	$197.81	$188.82	$180.61	$214.00	$203.81	$194.55	$186.09	$220.35	$209.86	$200.32	$191.61
0-22	$4,226	$211.30	$201.24	$192.09	$183.74	$217.60	$207.24	$197.82	$189.22	$223.95	$213.29	$203.59	$194.74
0-23	$4,301	$215.05	$204.81	$195.50	$187.00	$221.35	$210.81	$201.23	$192.48	$227.70	$216.86	$207.00	$198.00

VI. DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 1% (Either 1997-98 ABC or 1997-98 School Safety Goals Met), Continued

SCHED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-24	$4,376	$218.80	$208.38	$198.91	$190.26	$225.10	$214.38	$204.64	$195.74	$231.45	$220.43	$210.41	$201.26
0-25	$4,454	$222.70	$212.10	$202.45	$193.65	$229.00	$218.10	$208.18	$199.13	$235.35	$224.14	$213.95	$204.65
0-26	$4,532	$226.60	$215.81	$206.00	$197.04	$232.90	$221.81	$211.73	$202.52	$239.25	$227.86	$217.50	$208.04
0-27	$4,623	$231.15	$220.14	$210.14	$201.00	$237.45	$226.14	$215.86	$206.48	$243.80	$232.19	$221.64	$212.00
0-28	$4,716	$235.80	$224.57	$214.36	$205.04	$242.10	$230.57	$220.09	$210.52	$248.45	$236.62	$225.86	$216.04
0-29	$4,810	$240.50	$229.05	$218.64	$209.13	$246.80	$235.05	$224.36	$214.61	$253.15	$241.10	$230.14	$220.13
0-30	$4,906	$245.30	$233.62	$223.00	$213.30	$251.60	$239.62	$228.73	$218.78	$257.95	$245.67	$234.50	$224.30
0-31	$5,004	$250.20	$238.29	$227.45	$217.57	$256.50	$244.29	$233.18	$223.04	$262.85	$250.33	$238.95	$228.57
0-32	$5,104	$255.20	$243.05	$232.00	$221.91	$261.50	$249.05	$237.73	$227.39	$267.85	$255.10	$243.50	$232.91
0-33	$5,206	$260.30	$247.90	$236.64	$226.35	$266.60	$253.90	$242.36	$231.83	$272.95	$259.95	$248.14	$237.35
0-34	$5,310	$265.50	$252.86	$241.36	$230.87	$271.80	$258.86	$247.09	$236.35	$278.15	$264.90	$252.86	$241.87
0-35	$5,416	$270.80	$257.90	$246.18	$235.48	$277.10	$263.90	$251.91	$240.96	$283.45	$269.95	$257.68	$246.48
0-36	$5,524	$276.20	$263.05	$251.09	$240.17	$282.50	$269.05	$256.82	$245.65	$288.85	$275.10	$262.59	$251.17
0-37	$5,634	$281.70	$268.29	$256.09	$244.96	$288.00	$274.29	$261.82	$250.43	$294.35	$280.33	$267.59	$255.96
0-38	$5,746	$287.30	$273.62	$261.18	$249.83	$293.60	$279.62	$266.91	$255.30	$299.95	$285.67	$272.68	$260.83
0-39	$5,861	$293.05	$279.10	$266.41	$254.83	$299.35	$285.10	$272.14	$260.30	$305.70	$291.14	$277.91	$265.83
0-40	$5,979	$298.95	$284.71	$271.77	$259.96	$305.25	$290.71	$277.50	$265.43	$311.60	$296.76	$283.27	$270.96
0-41	$6,098	$304.90	$290.38	$277.18	$265.13	$311.20	$296.38	$282.91	$270.61	$317.55	$302.43	$288.68	$276.13
0-42	$6,221	$311.05	$296.24	$282.77	$270.48	$317.35	$302.24	$288.50	$275.96	$323.70	$308.29	$294.27	$281.48
0-43	$6,345	$317.25	$302.14	$288.41	$275.87	$323.55	$308.14	$294.14	$281.35	$329.90	$314.19	$299.91	$286.87
0-44	$6,471	$323.55	$308.14	$294.14	$281.35	$329.85	$314.14	$299.86	$286.83	$336.20	$320.19	$305.64	$292.35
0-45	$6,601	$330.05	$314.33	$300.05	$287.00	$336.35	$320.33	$305.77	$292.48	$342.70	$326.38	$311.55	$298.00
0-46	$6,734	$336.70	$320.67	$306.09	$292.78	$343.00	$326.67	$311.82	$298.26	$349.35	$332.71	$317.59	$303.78

VI. DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 2% (Both 1997-98 ABC and 1997-98 School Safety Goals Met)

SCHED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-1	$2,930	$146.50	$139.52	$133.18	$127.39	$152.80	$145.52	$138.91	$132.87	$159.15	$151.57	$144.68	$138.39
0-2	$3,043	$152.15	$144.90	$138.32	$132.30	$158.45	$150.90	$144.05	$137.78	$164.80	$156.95	$149.82	$143.30
0-3	$3,094	$154.70	$147.33	$140.64	$134.52	$161.00	$153.33	$146.36	$140.00	$167.35	$159.38	$152.14	$145.52
0-4	$3,147	$157.35	$149.86	$143.05	$136.83	$163.65	$155.86	$148.77	$142.30	$170.00	$161.90	$154.55	$147.83
0-5	$3,200	$160.00	$152.38	$145.45	$139.13	$166.30	$158.38	$151.18	$144.61	$172.65	$164.43	$156.95	$150.13
0-6	$3,254	$162.70	$154.95	$147.91	$141.48	$169.00	$160.95	$153.64	$146.96	$175.35	$167.00	$159.41	$152.48
0-7	$3,307	$165.35	$157.48	$150.32	$143.78	$171.65	$163.48	$156.05	$149.26	$178.00	$169.52	$161.82	$154.78
0-8	$3,362	$168.10	$160.10	$152.82	$146.17	$174.40	$166.10	$158.55	$151.65	$180.75	$172.14	$164.32	$157.17
0-9	$3,418	$170.90	$162.76	$155.36	$148.61	$177.20	$168.76	$161.09	$154.09	$183.55	$174.81	$166.86	$159.61
0-10	$3,477	$173.85	$165.57	$158.05	$151.17	$180.15	$171.57	$163.77	$156.65	$186.50	$177.62	$169.55	$162.17
0-11	$3,535	$176.75	$168.33	$160.68	$153.70	$183.05	$174.33	$166.41	$159.17	$189.40	$180.38	$172.18	$164.70
0-12	$3,596	$179.80	$171.24	$163.45	$156.35	$186.10	$177.24	$169.18	$161.83	$192.45	$183.29	$174.95	$167.35
0-13	$3,658	$182.90	$174.19	$166.27	$159.04	$189.20	$180.19	$172.00	$164.52	$195.55	$186.24	$177.77	$170.04
0-14	$3,719	$185.95	$177.10	$169.05	$161.70	$192.25	$183.10	$174.77	$167.17	$198.60	$189.14	$180.55	$172.70
0-15	$3,783	$189.15	$180.14	$171.95	$164.48	$195.45	$186.14	$177.68	$169.96	$201.80	$192.19	$183.45	$175.48
0-16	$3,848	$192.40	$183.24	$174.91	$167.30	$198.70	$189.24	$180.64	$172.78	$205.05	$195.29	$186.41	$178.30
0-17	$3,916	$195.80	$186.48	$178.00	$170.26	$202.10	$192.48	$183.73	$175.74	$208.45	$198.52	$189.50	$181.26
0-18	$3,985	$199.25	$189.76	$181.14	$173.26	$205.55	$195.76	$186.86	$178.74	$211.90	$201.81	$192.64	$184.26
0-19	$4,052	$202.60	$192.95	$184.18	$176.17	$208.90	$198.95	$189.91	$181.65	$215.25	$205.00	$195.68	$187.17
0-20	$4,123	$206.15	$196.33	$187.41	$179.26	$212.45	$202.33	$193.14	$184.74	$218.80	$208.38	$198.91	$190.26
0-21	$4,195	$209.75	$199.76	$190.68	$182.39	$216.05	$205.76	$196.41	$187.87	$222.40	$211.81	$202.18	$193.39
0-22	$4,268	$213.40	$203.24	$194.00	$185.57	$219.70	$209.24	$199.73	$191.04	$226.05	$215.29	$205.50	$196.57
0-23	$4,343	$217.15	$206.81	$197.41	$188.83	$223.45	$212.81	$203.14	$194.30	$229.80	$218.86	$208.91	$199.83

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VI. DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 2% (Both 1997-98 ABC and 1997-98 School Safety Goals Met), Continued

SCHED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-24	$4,420	$221.00	$210.48	$200.91	$192.17	$227.30	$216.48	$206.64	$197.65	$233.65	$222.52	$212.41	$203.17
0-25	$4,498	$224.90	$214.19	$204.45	$195.57	$231.20	$220.19	$210.18	$201.04	$237.55	$226.24	$215.95	$206.57
0-26	$4,577	$228.85	$217.95	$208.05	$199.00	$235.15	$223.95	$213.77	$204.48	$241.50	$230.00	$219.55	$210.00
0-27	$4,669	$233.45	$222.33	$212.23	$203.00	$239.75	$228.33	$217.95	$208.48	$246.10	$234.38	$223.73	$214.00
0-28	$4,762	$238.10	$226.76	$216.45	$207.04	$244.40	$232.76	$222.18	$212.52	$250.75	$238.81	$227.95	$218.04
0-29	$4,857	$242.85	$231.29	$220.77	$211.17	$249.15	$237.29	$226.50	$216.65	$255.50	$243.33	$232.27	$222.17
0-30	$4,954	$247.70	$235.90	$225.18	$215.39	$254.00	$241.90	$230.91	$220.87	$260.35	$247.95	$236.68	$226.39
0-31	$5,053	$252.65	$240.62	$229.68	$219.70	$258.95	$246.62	$235.41	$225.17	$265.30	$252.67	$241.18	$230.70
0-32	$5,154	$257.70	$245.43	$234.27	$224.09	$264.00	$251.43	$240.00	$229.57	$270.35	$257.48	$245.77	$235.09
0-33	$5,257	$262.85	$250.33	$238.95	$228.57	$269.15	$256.33	$244.68	$234.04	$275.50	$262.38	$250.45	$239.57
0-34	$5,362	$268.10	$255.33	$243.73	$233.13	$274.40	$261.33	$249.45	$238.61	$280.75	$267.38	$255.23	$244.13
0-35	$5,469	$273.45	$260.43	$248.59	$237.78	$279.75	$266.43	$254.32	$243.26	$286.10	$272.48	$260.09	$248.78
0-36	$5,578	$278.90	$265.62	$253.55	$242.52	$285.20	$271.62	$259.27	$248.00	$291.55	$277.67	$265.05	$253.52
0-37	$5,690	$284.50	$270.95	$258.64	$247.39	$290.80	$276.95	$264.36	$252.87	$297.15	$283.00	$270.14	$258.39
0-38	$5,803	$290.15	$276.33	$263.77	$252.30	$296.45	$282.33	$269.50	$257.78	$302.80	$288.38	$275.27	$263.30
0-39	$5,919	$295.95	$281.86	$269.05	$257.35	$302.25	$287.86	$274.77	$262.83	$308.60	$293.90	$280.55	$268.35
0-40	$6,038	$301.90	$287.52	$274.45	$262.52	$308.20	$293.52	$280.18	$268.00	$314.55	$299.57	$285.95	$273.52
0-41	$6,159	$307.95	$293.29	$279.95	$267.78	$314.25	$299.29	$285.68	$273.26	$320.60	$305.33	$291.45	$278.78
0-42	$6,282	$314.10	$299.14	$285.55	$273.13	$320.40	$305.14	$291.27	$278.61	$326.75	$311.19	$297.05	$284.13
0-43	$6,408	$320.40	$305.14	$291.27	$278.61	$326.70	$311.14	$297.00	$284.09	$333.05	$317.19	$302.77	$289.61
0-44	$6,535	$326.75	$311.19	$297.05	$284.13	$333.05	$317.19	$302.77	$289.61	$339.40	$323.24	$308.55	$295.13
0-45	$6,667	$333.35	$317.48	$303.05	$289.87	$339.65	$323.48	$308.77	$295.35	$346.00	$329.52	$314.55	$300.87
0-46	$6,800	$340.00	$323.81	$309.09	$295.65	$346.30	$329.81	$314.82	$301.13	$352.65	$335.86	$320.59	$306.65

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SECTION E

TEACHERS AND STUDENT SUPPORT SERVICES

Section E

TEACHERS AND STUDENT SUPPORT SERVICES

I. Salary Determinations

A. Salary Basis

Teachers and student support services personnel employed with the Public Schools of North Carolina are assigned a salary according to the class level of their license, experience level, and area of assignment.

1. Certified teacher salary at the highest license level

If a teacher holds at least one area beyond the "A" level (master's, advanced (sixth year), or doctorate) in

- teaching,
- student support services, or
- curriculum instructional specialist/supervision ("SG" license),

then that teacher's salary is certified at his or her highest level of license from these categories.

Rule: *This rule applies even if the teacher is assigned to an area other than the one with the highest class level.*

EXCEPTIONS: (1) Certification at the "SG" or "G" level in JROTC and certain workforce development (vocational) areas which are not based on the completion of approved education programs only qualify for assignments directly related to the "SG" or "G" license. Such areas are identified by a 5 as the second character in the licensure program code.

(2) Salary certifications for audiologists and speech language pathologists follows procedures on pages 67 and 68.

Continued on next page

I. Salary Determinations, Continued

2. Nonteaching "G" license allowed

Effective July 1, 1993, the Division of Human Resource Management, Licensure Section, began authorizing the salary payments on the class "G" teacher license for teachers who hold master's degrees in areas other than teacher education if the degrees are directly relevant to the teacher's area of assignment.

Application for "G" supplemental salary

Because assignments change from year to year, requests for placement on the "G" salary scale for teachers who hold a master's degree in a nonteaching education area must be made each school year to the Licensure Section using Form G - Request for Authorization of Graduate Salary.

3. Advanced degree monthly supplement for teachers

A teacher who has earned an advanced or a doctoral license in:

- teaching
- student support services, or
- curriculum instructional specialist/supervision ("SG" license)

shall be paid an additional monthly supplement as noted on the state salary schedule for "G" classroom teachers.

4. NBPTS certification

Teachers who hold a valid certificate from the National Board for Professional Teaching Standards (NBPTS) are to be paid based on this certification, and the highest license level outlined in items 1 through 3 above.

✎**NOTE:** National certification other than NBPTS is not recognized for pay purposes on the NC teacher salary schedule.

Additional information

For additional information regarding the National Board for Professional Teaching Standards, call 1-800-2TEACH or write:

National Board for Professional Teaching Standards
26555 Evergreen Road
Suite 400
Southfield, MI 48076
Phone: (248) 351-4444
Fax: (248) 351-4170
http://www.nbpts.org

Continued on next page

I. Salary Definitions, Continued

Salary schedules

NBPTS certified personnel serving as teachers are to be paid from the NBPTS certified salary schedules on pages 70 through 72.

Budget codes

For the 1998-99 school year, LEAs are to use the same budget codes for NBPTS certified teachers as used for non-NBPTS teachers.

Pay indicator

Individuals with salaries certified on the NBPTS salary schedule will have an "N" in the seventh digit of the pay level.

EXAMPLE: Mary Smith is a teacher with NBPTS certification, "G" license, and ten years of experience. Her pay level will be assigned by DPI as G_10_ _N.

Effective dates

For pay purposes, the effective date is July 1 of the school year that NBPTS certification is earned.

EXAMPLE: Mary Smith is notified in October 1998 that she has become NBPTS certified. She will be paid from the NBPTS salary schedule effective July 1, 1998.

B. Reassignment to a Workforce Development (Vocational) Position

When a classroom teacher is reassigned to

- a vocational teaching position, and
- has more years of experience (due to creditable work experience) in the workforce development (vocational) area of license than in the academic area,

placement on the salary schedule shall be in accordance with work experience granted in the workforce development (vocational) area.

If the teacher then returns to a regular classroom teaching position, he/she will be paid in accordance with their years of experience in the academic area.

Continued on next page

I. Salary Determinations, Continued

C. Audiologists, School Psychologists and Speech-Language Pathologists

Licensed audiologists (master's level, license area 88003), school psychologists (advanced level, licensure area 00026), and speech-language pathologists (master's level, license area 88082) are paid on the school psychologist salary schedule according to the number of years on their license.

1. Audiologists certified below the master's level

Audiologists certified below the master's level in license area 88003 are to be compensated on the teacher salary schedules according to the number of years on their license and their highest level of certification.

2. Speech-Language Pathologists certified below the master's level

Speech-language pathologists certified below the master's level in license area 88082 are to be compensated on the teacher salary schedules according to the number of years on their license and their highest level of certification.

3. Provisionally licensed school psychologists

School psychologists who are

- provisionally licensed, and
- have not completed the sixth year education requirement

will be compensated on the master's degree "G" teacher salary schedule.

4. Advanced degree supplements

A person holding an

- advanced audiologist's license "AG," (license area 88003), or
- advanced school psychologist's license "AG," (license area 00026), or
- advanced speech-language pathologist's license "AG," (license area 88082)

shall be paid an additional monthly supplement as noted on the state salary schedule for school psychologists.

Continued on next page

I. Salary Determinations, Continued

5. Doctorate degree supplements

A person holding an

- earned doctorate "DG" in audiology, (license area 88003), or
- earned doctorate "DG" in psychology, (license area 00026), or
- earned doctorate "DG" in speech-language pathology, (license area 88082)

shall be paid an additional monthly supplement as noted on the state salary schedule for school psychologists.

D. Hiring Retired Teachers

Effective January 1, 1999, retired teachers who have not been employed in any capacity, except as a substitute teacher, with a public school for at least 12 months can be hired to work as:

- a substitute teacher,
- an interim teacher,
- a teacher in his/her area of licensure, at a low-performing school, or
- a teacher in his/her area of licensure, if there is a shortage of teachers in that area of licensure within that geographical area

without losing their retirement benefits.

✎**NOTE:** The State Board of Education will make determinations of license area and geographic area teacher shortages.

1. Definition: low performing schools

A low-performing school is defined as a public elementary or middle school at which 48% or more of the students were below grade level during either of the prior two school years or a public high school identified by the State Board of Education as low-performing.

✎**NOTE:** If the designation of low-performing is removed while the retired teacher is employed, the retiree may remain for the next two school years after the designation is removed.

Continued on next page

I. Salary Determinations, Continued

2. Salary assignment

A local board of education may pay a retired teacher hired under these provisions no more than the employee would have received on the teacher salary schedule, excluding longevity, had the employee not retired.

✎**NOTE:** A local board of education may pay a retired teacher hired under these provisions less than his or her certified rating.

3. Career status

A retired teacher shall be treated the same as a probationary teacher except that a retired teacher is not eligible for career status or any other benefits as a result of and during this period of employment.

E. Nationally Certified School Nurses

Effective for the 1998-99 school year, nationally certified school nurses who are employed in the public schools as nurses shall be paid on the 'G' salary schedule according to their years of experience. Since the Licensure Section does not currently license school nurses, the LEAs are responsible for determining their experience rating, using the guidelines for determining non-teaching work experience for workforce development (vocational) health occupations.

Noncertified school nurses should be paid within the noncertified nurse salary range in Section F, II., B., page 79.

✎**NOTE:** See page 8, Section A, I., C., for nationally certified school nurse requirements.

F. Daily Rate of Pay

All teachers and student support personnel, regardless of the number of months employed, will be paid utilizing 22 days in a pay period.

II. Longevity

New Rate

Effective July 1, 1997, all individuals paid on the teacher or school psychologist salary schedule with 25 or more years of **state service** will receive a longevity payment equal to 4.5% of their base salary.

III. "A" CLASSROOM AND VOC. ED. TEACHER SALARY SCHEDULE (A, V, VA, PV, PVA, OR SWA LICENSE)

Years of Exp	"A" Teacher			"A" with NBPTS Certification		
	Monthly Salary	12 Monthly Installments	10 Month Salary	Monthly Salary	12 Monthly Installments	10 Month Salary
0	$2,310	$1,925.00	$23,100	N/A	N/A	N/A
1	$2,352	$1,960.00	23,520	N/A	N/A	N/A
2	$2,395	$1,995.83	23,950	N/A	N/A	N/A
3	$2,551	$2,125.83	25,510	$2,857	$2,380.83	$28,570
4	$2,678	$2,231.67	26,780	$2,999	$2,499.17	29,990
5	$2,779	$2,315.83	27,790	$3,112	$2,593.33	31,120
6	$2,826	$2,355.00	28,260	$3,165	$2,637.50	31,650
7	$2,874	$2,395.00	28,740	$3,218	$2,681.67	32,180
8	$2,923	$2,435.83	29,230	$3,273	$2,727.50	32,730
9	$2,972	$2,476.67	29,720	$3,328	$2,773.33	33,280
10	$3,021	$2,517.50	30,210	$3,383	$2,819.17	33,830
11	$3,071	$2,559.17	30,710	$3,439	$2,865.83	34,390
12	$3,123	$2,602.50	31,230	$3,497	$2,914.17	34,970
13	$3,176	$2,646.67	31,760	$3,557	$2,964.17	35,570
14	$3,230	$2,691.67	32,300	$3,617	$3,014.17	36,170
15	$3,285	$2,737.50	32,850	$3,679	$3,065.83	36,790
16	$3,341	$2,784.17	33,410	$3,741	$3,117.50	37,410
17	$3,398	$2,831.67	33,980	$3,805	$3,170.83	38,050
18	$3,456	$2,880.00	34,560	$3,870	$3,225.00	38,700
19	$3,516	$2,930.00	35,160	$3,937	$3,280.83	39,370
20	$3,577	$2,980.83	35,770	$4,006	$3,338.33	40,060
21	$3,640	$3,033.33	36,400	$4,076	$3,396.67	40,760
22	$3,703	$3,085.83	37,030	$4,147	$3,455.83	41,470
23	$3,767	$3,139.17	37,670	$4,219	$3,515.83	42,190
24	$3,832	$3,193.33	38,320	$4,291	$3,575.83	42,910
25	$3,899	$3,249.17	38,990	$4,366	$3,638.33	43,660
26	$3,968	$3,306.67	39,680	$4,444	$3,703.33	44,440
27	$4,038	$3,365.00	40,380	$4,522	$3,768.33	45,220
28	$4,109	$3,424.17	41,090	$4,602	$3,835.00	46,020
29	$4,182	$3,485.00	41,820	$4,683	$3,902.50	46,830
30+	$4,182	$3,485.00	41,820	$4,683	$3,902.50	46,830

NOTE: 1. "NBPTS" stands for National Board for Professional Teacher Standards.

IV. "G" CLASSROOM AND VOC. ED. TEACHER SALARY SCHEDULE
(G, VG, CG, OR SWG LICENSE
PROVISIONALLY LICENSED PSYCHOLOGISTS)

Years of Exp	"G" Teacher			"G" with NBPTS Certification		
	Monthly Salary	12 Monthly Installments	10 Month Salary	Monthly Salary	12 Monthly Installments	10 Month Salary
0	$2,454	$2,045.00	$24,540	N/A	N/A	N/A
1	$2,499	$2,082.50	$24,990	N/A	N/A	N/A
2	$2,545	$2,120.83	$25,450	N/A	N/A	N/A
3	$2,710	$2,258.33	$27,100	$3,035	$2,529.17	30,350
4	$2,845	$2,370.83	$28,450	$3,186	$2,655.00	31,860
5	$2,953	$2,460.83	$29,530	$3,307	$2,755.83	33,070
6	$3,003	$2,502.50	$30,030	$3,363	$2,802.50	33,630
7	$3,054	$2,545.00	$30,540	$3,420	$2,850.00	34,200
8	$3,106	$2,588.33	$31,060	$3,478	$2,898.33	34,780
9	$3,158	$2,631.67	$31,580	$3,536	$2,946.67	35,360
10	$3,210	$2,675.00	$32,100	$3,595	$2,995.83	35,950
11	$3,263	$2,719.17	$32,630	$3,654	$3,045.00	36,540
12	$3,318	$2,765.00	$33,180	$3,716	$3,096.67	37,160
13	$3,375	$2,812.50	$33,750	$3,780	$3,150.00	37,800
14	$3,432	$2,860.00	$34,320	$3,843	$3,202.50	38,430
15	$3,490	$2,908.33	$34,900	$3,908	$3,256.67	39,080
16	$3,550	$2,958.33	$35,500	$3,976	$3,313.33	39,760
17	$3,610	$3,008.33	$36,100	$4,043	$3,369.17	40,430
18	$3,672	$3,060.00	$36,720	$4,112	$3,426.67	41,120
19	$3,736	$3,113.33	$37,360	$4,184	$3,486.67	41,840
20	$3,801	$3,167.50	$38,010	$4,257	$3,547.50	42,570
21	$3,868	$3,223.33	$38,680	$4,332	$3,610.00	43,320
22	$3,934	$3,278.33	$39,340	$4,406	$3,671.67	44,060
23	$4,002	$3,335.00	$40,020	$4,482	$3,735.00	44,820
24	$4,072	$3,393.33	$40,720	$4,560	$3,800.00	45,600
25	$4,143	$3,452.50	$41,430	$4,640	$3,866.67	46,400
26	$4,216	$3,513.33	$42,160	$4,721	$3,934.17	47,210
27	$4,290	$3,575.00	$42,900	$4,804	$4,003.33	48,040
28	$4,366	$3,638.33	$43,660	$4,889	$4,074.17	48,890
29	$4,443	$3,702.50	$44,430	$4,976	$4,146.67	49,760
30+	$4,443	$3,702.50	$44,430	$4,976	$4,146.67	49,760

NOTES:

1. ADD $126 per month to the monthly salary for an advanced teaching license.
2. ADD $253 per month to the monthly salary for an advanced and earned doctorate teaching license.
3. "NBPTS" stands for National Board for Professional Teacher Standards.

V. Advanced and Doctoral Degreed Teachers and Student Support Personnel Salary Schedule

(Other than Psychologists, Audiologists, and Speech-Language Pathologists)

YEARS OF EXP	ADVANCED (SIXTH YEAR)				DOCTORATE			
	Adv. Teacher		Adv. with NBPTS Cert.		PhD Teacher		PhD with NBPTS Cert.	
	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments
0	$2,580	$2,150.00	N/A	N/A	$2,707	$2,255.83	N/A	N/A
1	$2,625	$2,187.50	N/A	N/A	$2,752	$2,293.33	N/A	N/A
2	$2,671	$2,225.83	N/A	N/A	$2,798	$2,331.67	N/A	N/A
3	$2,836	$2,363.33	$3,161	$2,634.17	$2,963	$2,469.17	$3,288	$2,740.00
4	$2,971	$2,475.83	$3,312	$2,760.00	$3,098	$2,581.67	$3,439	$2,865.83
5	$3,079	$2,565.83	$3,433	$2,860.83	$3,206	$2,671.67	$3,560	$2,966.67
6	$3,129	$2,607.50	$3,489	$2,907.50	$3,256	$2,713.33	$3,616	$3,013.33
7	$3,180	$2,650.00	$3,546	$2,955.00	$3,307	$2,755.83	$3,673	$3,060.83
8	$3,232	$2,693.33	$3,604	$3,003.33	$3,359	$2,799.17	$3,731	$3,109.17
9	$3,284	$2,736.67	$3,662	$3,051.67	$3,411	$2,842.50	$3,789	$3,157.50
10	$3,336	$2,780.00	$3,721	$3,100.83	$3,463	$2,885.83	$3,848	$3,206.67
11	$3,389	$2,824.17	$3,780	$3,150.00	$3,516	$2,930.00	$3,907	$3,255.83
12	$3,444	$2,870.00	$3,842	$3,201.67	$3,571	$2,975.83	$3,969	$3,307.50
13	$3,501	$2,917.50	$3,906	$3,255.00	$3,628	$3,023.33	$4,033	$3,360.83
14	$3,558	$2,965.00	$3,969	$3,307.50	$3,685	$3,070.83	$4,096	$3,413.33
15	$3,616	$3,013.33	$4,034	$3,361.67	$3,743	$3,119.17	$4,161	$3,467.50
16	$3,676	$3,063.33	$4,102	$3,418.33	$3,803	$3,169.17	$4,229	$3,524.17
17	$3,736	$3,113.33	$4,169	$3,474.17	$3,863	$3,219.17	$4,296	$3,580.00
18	$3,798	$3,165.00	$4,238	$3,531.67	$3,925	$3,270.83	$4,365	$3,637.50
19	$3,862	$3,218.33	$4,310	$3,591.67	$3,989	$3,324.17	$4,437	$3,697.50
20	$3,927	$3,272.50	$4,383	$3,652.50	$4,054	$3,378.33	$4,510	$3,758.33
21	$3,994	$3,328.33	$4,458	$3,715.00	$4,121	$3,434.17	$4,585	$3,820.83
22	$4,060	$3,383.33	$4,532	$3,776.67	$4,187	$3,489.17	$4,659	$3,882.50
23	$4,128	$3,440.00	$4,608	$3,840.00	$4,255	$3,545.83	$4,735	$3,945.83
24	$4,198	$3,498.33	$4,686	$3,905.00	$4,325	$3,604.17	$4,813	$4,010.83
25	$4,269	$3,557.50	$4,766	$3,971.67	$4,396	$3,663.33	$4,893	$4,077.50
26	$4,342	$3,618.33	$4,847	$4,039.17	$4,469	$3,724.17	$4,974	$4,145.00
27	$4,416	$3,680.00	$4,930	$4,108.33	$4,543	$3,785.83	$5,057	$4,214.17
28	$4,492	$3,743.33	$5,015	$4,179.17	$4,619	$3,849.17	$5,142	$4,285.00
29	$4,569	$3,807.50	$5,102	$4,251.67	$4,696	$3,913.33	$5,229	$4,357.50
30+	$4,569	$3,807.50	$5,102	$4,251.67	$4,696	$3,913.33	$5,229	$4,357.50

NOTES 1. "NBPTS" stands for National Board for Professional Teacher Standards.

VI. SCHOOL PSYCHOLOGIST SALARY SCHEDULE

(Including Masters Level Speech-Language Pathologists and Masters Level Audiologists)

YEARS OF EXPERIENCE	MONTHLY SALARY	10 MONTH SALARY
0	$2,953	$29,530
1	$3,003	$30,030
2	$3,054	$30,540
3	$3,106	$31,060
4	$3,158	$31,580
5	$3,210	$32,100
6	$3,263	$32,630
7	$3,318	$33,180
8	$3,375	$33,750
9	$3,432	$34,320
10	$3,490	$34,900
11	$3,550	$35,500
12	$3,610	$36,100
13	$3,672	$36,720
14	$3,736	$37,360
15	$3,801	$38,010
16	$3,868	$38,680
17	$3,934	$39,340
18	$4,002	$40,020
19	$4,072	$40,720
20	$4,143	$41,430
21	$4,216	$42,160
22	$4,290	$42,900
23	$4,366	$43,660
24	$4,443	$44,430
25	$4,522	$45,220
26	$4,603	$46,030
27	$4,685	$46,850
28	$4,768	$47,680
29	$4,854	$48,540
30+	$4,854	$48,540

NOTES:

1. ADD $126 per month for an advanced license.
2. ADD $253 per month for an advanced and earned doctorate license.
3. Speech-language pathologists and audiologists who are not certified at the masters level in their field are to be paid on the teacher salary scales according to their highest level of certification.

SECTION F

NONCERTIFIED PERSONNEL

Section F

NONCERTIFIED PERSONNEL

I. Salary Determinations

A. Salary Basis

Noncertified personnel must be paid within the salary range for their job classification.

Exception

Nationally certified school nurses are to be paid in accordance with Section A, I., C., 2, on page 7. Noncertified school nurses are to be paid within the salary ranges on page 79.

B. Public School Law for Office Support Personnel, Teacher Assistants, and Custodians

G.S. 115C-12 (16) (b) of the Public School Laws of North Carolina states, "...By the end of the third payroll period..., local boards of education shall place State-allotted office support personnel, teacher assistants, and custodial personnel on the salary schedule adopted by the State Board of Education so that the average salary paid is the state-allotted amount for the category. ...A local board of education is in compliance...if the average salary paid is at least ninety-eight percent (98%) of the state-allotted amount for the category at the end of the third payroll period..."

C. Implementing Pay Grade Changes

Teacher assistants must be paid at least at the minimum of salary grade 54 ($1,289.82 per month) for the 1998-99 school year. Additional step increases will not be adopted by the state board until legislative funding is received.

Other positions with salary grade increases are to be implemented on a funds available basis.

D. Workweek

Salaries for all classifications of noncertified personnel (excluding teacher assistants) are based on a 40-hour workweek. The monthly salary for standard workweeks of less than 40 hours must be prorated accordingly.

Continued on next page

I. Salary Determinations, Continued

E. Daily Rate of Pay

Effective July 1, 1998, school-based noncertified employees whose term of employment is exactly 10 months (220 days) will be paid based on 22 days in a month.

School-based noncertified employees whose term of employment is not exactly 10 months (220 days), and all central office noncertified employees will be paid based on the actual number of work days in a month.

EXCEPTION: All teacher assistants will be paid based on 22 days in a month.

II. NONCERTIFIED SALARY SCHEDULES

A. CHILD NUTRITION SALARY RANGES

Classification	Salary Grade	Minimum Monthly Salary	Maximum Monthly Salary
Child Nutrition Assistant			
I	50	1,190.49	1,761.69
II	52	1,209.17	1,908.80
III	54	1,289.82	2,065.55
IV	55	1,341.45	2,145.98
Child Nutrition Manager			
I	55	1,341.45	2,145.98
II	56	1,395.16	2,237.39
III	57	1,441.45	2,333.80
IV	58	1,474.86	2,432.53
Child Nutrition Supervisor & Child Nutrition Director I			
I	61	1,662.55	2,764.96
II	64	1,872.54	3,141.75
III	68	2,209.05	3,768.31
IV	72	2,617.75	4,517.08
Child Nutrition Director II (Bachelor's Degree)			
III	N/A	2,293.00	3,770.00
IV	N/A	2,716.00	4,520.00
Child Nutrition Director II (Advanced Degree)	N/A	3,091.00	4,888.00

Rule: Noncertified salaries are based on a 40 hour workweek.

B. CURRICULUM SUPPORT SALARY RANGES

Classification	Salary Grade	Minimum Monthly Salary	Maximum Monthly Salary
Braillist	59	1,534.02	2,536.34
Educational Interpreter	59	1,534.02	2,536.34
Exceptional Children Data Manager	63	1,800.00	3,007.05
Occupational Therapist	76	3,125.45	5,435.01
Occupational Therapist Assistant	64	1,872.54	3,141.75
Orientation and Mobility Specialist	68	2,209.05	3,768.31
Parent Counselor-Trainer	63	1,800.00	3,007.05
Physical Therapist	76	3,125.45	5,435.01
Physical Therapist Assistant	64	1,872.54	3,141.75
School Health Assistant	52	1,209.17	1,908.80
School Nurse (Not Holding National Certification)	68	2,209.05	3,768.31
Teacher Assistant (see NOTE below)	54	1,289.82	2,065.55
	56	1,395.16	2,237.39
Technology Assistant	61	1,662.55	2,764.96
Therapeutic Recreation Specialist	67	2,119.82	3,597.82
Vocational Technical Assistant	54	1,289.82	2,065.55

Rule: Noncertified salaries are based on a 40 hour workweek.

Exception: Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.

NOTE: Teacher assistants are classified at salary grade 56. However, until legislation provides funding to pay teacher assistants at salary grade 56, teacher assistants must be paid at least at the minimum of salary grade 54.

C. MAINTENANCE PERSONNEL SALARY RANGES

Classification	Salary Grade	Minimum Monthly Salary	Maximum Monthly Salary
Cabinet Maker	61	1,662.55	2,764.96
Carpenter I	57	1,441.45	2,333.80
Carpenter II	61	1,662.55	2,764.96
Carpentry Crew Leader	63	1,800.00	3,007.05
Carpenter Supervisor	65	1,948.47	3,287.61
Custodian I	50	1,190.49	1,761.69
Custodian II	51	1,199.75	1,869.04
Custodian Crew Leader	52	1,209.17	1,908.80
Custodian Supervisor I	56	1,395.16	2,237.39
Custodian Supervisor II	58	1,474.86	2,432.53
Custodian Supervisor III	60	1,595.63	2,648.91
Electrician I	59	1,534.02	2,536.34
Electrician II	63	1,800.00	3,007.05
Electrician Crew Leader	64	1,872.54	3,141.75
Electrician Supervisor I	66	2,030.86	3,437.04
Electrician Supervisor II	68	2,209.05	3,768.31
Electronic Technician I	64	1,872.54	3,141.75
Electronic Technician II	67	2,119.82	3,597.82
Floor Maintenance Assistant I	53	1,242.77	1,984.14
Floor Maintenance Assistant II	55	1,341.45	2,145.98
Floor Maintenance Crew Leader	56	1,395.16	2,237.39
Floor Maintenance Supervisor	62	1,728.70	2,882.43
Glazier	60	1,595.63	2,648.91
Grounds Keeper I	56	1,395.16	2,237.39
Grounds Keeper II	58	1,474.86	2,432.53
Grounds Crew Leader	59	1,534.02	2,536.34

Rule: Noncertified salaries are based on a 40 hour workweek.

(Continued on next page)

C. MAINTENANCE PERSONNEL SALARY RANGES, Continued

Classification	Salary Grade	Minimum Monthly Salary	Maximum Monthly Salary
Grounds Supervisor I	63	1,800.00	3,007.05
Grounds Supervisor II	65	1,948.47	3,287.61
HVAC Mechanic I	65	1,948.47	3,287.61
HVAC Mechanic II	67	2,119.82	3,597.82
HVAC Supervisor	69	2,303.39	3,942.47
Laborer	50	1,190.49	1,761.69
Locksmith	62	1,728.70	2,882.43
Machine Operator	57	1,441.45	2,333.80
Maintenance Supervisor/Director			
I	65	1,948.47	3,287.61
II	66	2,030.86	3,437.04
III	68	2,209.05	3,768.31
IV	70	2,407.93	4,127.87
V	70	2,407.93	4,127.87
VI	72	2,617.75	4,517.08
VII	74	2,856.11	4,955.56
VIII	76	3,125.45	5,435.01
IX	77	3,274.93	5,692.01
X	78	3,425.50	5,964.98
Mason	63	1,800.00	3,007.05
Painter I	59	1,534.02	2,536.34
Painter II	61	1,662.55	2,764.96
Painter Crew Leader	62	1,728.70	2,882.43

Rule: Noncertified salaries are based on a 40 hour workweek.

(Continued on next page)

C. MAINTENANCE PERSONNEL SALARY RANGES, Continued

Classification	Salary Grade	Minimum Monthly Salary	Maximum Monthly Salary
Plasterer I	63	1,800.00	3,007.05
Plasterer Crew Leader	65	1,948.47	3,287.61
Plumber I	59	1,334.02	2,536.34
Plumber II	63	1,800.00	3,007.05
Plumber Crew Leader	64	1,872.54	3,141.75
Refrigeration Mechanic	61	1,662.55	2,764.96
Roofer	61	1,662.55	2,764.96
Warehouse Manager I	61	1,662.55	2,764.96
Warehouse Manager II	63	1,800.00	3,007.05
Waste Water Plant Operator I	57	1,441.45	2,333.80
Waste Water Plant Operator II	62	1,728.70	2,882.43
Waste Water Plant Operator III	70	2,407.93	4,127.87
Welder I	61	1,662.55	2,764.96
Welder II	63	1,800.00	3,007.05
Welder Crew Leader	65	1,948.47	3,287.61

Rule: Noncertified salaries are based on a 40 hour workweek.

D. OFFICE SUPPORT PERSONNEL SALARY RANGES

Classification	Salary Grade	Minimum Monthly Salary	Maximum Monthly Salary
Office Support I	55	1,341.45	2,145.98
Office Support II	57	1,441.45	2,333.80
Office Support III	59	1,534.02	2,536.34
Office Support IV	61	1,662.55	2,764.96
Office Support V	63	1,800.00	3,007.05

Rule: Noncertified salaries are based on a 40 hour workweek.

E. TRANSPORTATION PERSONNEL SALARY RANGES

Classification	Salary Grade	Minimum Monthly Salary	Maximum Monthly Salary
Bus Driver	51	1,189.75	1,869.04
Transportation Safety Assistant	50	1,190.49	1,761.69
Transportation Mechanic			
I	59	1,534.02	2,536.34
II	63	1,800.00	3,007.05
III	65	1,948.47	3,287.61
Transportation Supervisor	67	2,119.82	3,597.82
Transportation Director			
I	66	2,030.86	3,437.04
II	66	2,030.86	3,437.04
III	68	2,209.05	3,768.31
IV	71	2,511.12	4,317.93
V	71	2,511.12	4,317.93
VI	72	2,617.75	4,517.08
VII	74	2,856.11	4,955.56
VIII	76	3,125.45	5,435.01
IX	77	3,274.93	5,692.01
X	78	3,425.50	5,964.98
Vehicle Operator	53	1,242.77	1,984.14

Rule: Noncertified salaries are based on a 40 hour workweek.

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